



THE GUARDIAN

Printed in London and Manchester

Wednesday May 22 1985

25p



Higher education subject to value-for-money test

Closure threat faces some universities

By John Fairhall, Education Editor

Some universities are likely to close and others to be merged under the Government's value-for-money approach to education as outlined in a new green paper.

A two-tier system could emerge, with research universities and those without. Student numbers are expected to fall by as much as 73,000 in the 1990s.

A fundamental shift in the theoretical basis of entry to higher education — the Robbins principle, laid down in 1963 in Lord Robbins' blueprint for higher education — is contained in the Green Paper. Instead of a place at university or college for all those able to benefit from it, the Government has added that the benefit has to be sufficient to justify the cost.

The Green Paper immediately ran into criticism in and out of the Commons. The Labour education spokesman, Mr. Giles Radice, said it was "a recipe for national decline". The chairman of the Vice-Chancellors' Committee, Mr. Maurice Shock, said it was "a deeply disappointing document". The Association of University Teachers joined in the criticism, as in the Commons did some Conservative MPs from university town constituencies.

Although entitled Development of Higher Education into the 1990s, the green paper gives no indication of a long-term funding commitment will provide. On student

numbers, there is a forecast of a substantial fall in the 1990s but no adoption of any particular figures.

Only during questions in the Commons did the Education Secretary, Sir Keith Joseph, indicate that the Government was accepting the "flow" estimate of future student demand. This envisages a 73,000 drop in student numbers from 565,000 in 1983-4 to 492,000 in 1996-7.

Britain's industrial competitors, the green paper says, are producing more qualified scientists, engineers, technologists and technicians. If this trend continues, the result is likely to be "a further fall in our relative standard of living and our ability to sustain our cultural heritage."

Full report, page 4; Leader comment, page 12; Politics, page 26

higher education institutions and an encouragement of the entrepreneurial spirit and positive attitudes to work, are called for. But the government says it wants to see more private money going into higher education and reliance on public finance reduced.

Research funds are spread too thinly and research needs to be concentrated in strong centres the Government claims. This rationalisation may mean that some departments or even whole universities will lose their research funding according to the green paper.

The AUT said yesterday that it rejected the green paper's attempt to put the blame for Britain's poor economic performance on the universities. "If Britain is to remain competitive as a trading nation in an increasingly technological world, we need more funding for our universities." Instead of planning for an increase in student numbers, the Government was planning for a fall after 1990. Instead of increasing investment, the University Grants Committee had announced a 2 per cent cut for each of the next few years.

The Government's policies undermined the chance of raising research standards and ensuring an adequate supply of scientists and engineers, said the vice-chancellors' chairman, Mr. Shock. Britain would reach the year 2000 producing fewer graduates than at present.

"That is not the way to improve our competitiveness and quality of life."

The Green Paper concentrates heavily on the science and technology side of higher education. Arts places in higher education as a whole are expected to shrink.

In the Commons, several



More flexibility in our...
In order to meet the needs of the country, we are to be expected to shrink...
Brian Medley

Five years for hooligan 'General'

By Anne McHardy

FOOTBALL violence means loss of liberty, said Christopher Hilliard said at the Old Bailey yesterday as Leslie Muranyi, nicknamed the General, five years, imprisonment. Twenty-four of Muranyi's 80-strong "army" were also sentenced for between five months and four years.

The sentences followed a near riot in Cambridge last February before a second division match against Chelsea which left the city's streets looking like a battlefield, according to prosecuting counsel, Mr. David Stoke.

One Chelsea fan, a law-abiding citizen with 11 peaceful convictions, was held him, 20-year-old Mr. David Ayling, from Essex, lost a litre of blood after being cut in the throat with a milk bottle. Steven Robson, aged

24, was gaoled for four years after admitting wounding with intent. Robson and Muranyi, aged 25, a window-cleaner, both had previous convictions for violence.

Of the other 23 defendants sentenced, 20 admitted affray — the same charge that Muranyi also admitted and three were found guilty after denying the charge. The 23, who included several with no previous convictions, one a young businessman and another a committed Christian, were given either prison sentences or youth custody ranging from five to 15 months.

Judge Hilliard said before sentencing the 25: "Each of you must lose your liberty... The damage to your lives is the price that must be paid to teach football fans up and down this country that football violence means loss of liberty — however young,



Leslie Muranyi — 'organised violence'

however good, however sad, however hard the effects on individual defendants may be."

The court had been told that Muranyi and his army — called the Cambridge Casuals because of their Pringle sweaters and Nike training shoes — spent two months planning the attack.

Chelsea fans were lured to an obscure pub, the City Arms, by apparently friendly bystanders and then set upon by a gang of 30.

The judge said: "This was organised, planned violence which endangered life."

Mr. Stoke told the court that the attack was planned as revenge for trouble from rowdy Chelsea fans the previous season. All the victims were peaceful supporters.

The night before the game Cambridge fans toured the city looking for Chelsea fans staying overnight and attacked a rock group because they were Londoners.

Before the game there were 80 of Muranyi's army on the streets. Up to 150 Cambridge fans took part in running street fights.

Cars were vandalised, passers-by ran for cover, and one Chelsea fan ran through a rose bush to escape, Mr

Stoke said. The hooligans were rounded up by police with dogs. One policeman was kicked in the back and suffered permanent injury. Forty people needed hospital treatment.

Judge Hilliard, sentencing Muranyi, slightly built and balding, said he was a deliberate organiser of football violence. He was banned for life from the Cambridge ground in 1983. "By your actions you have ruined the lives of several of your co-defendants," he said.

Muranyi's previous convictions included possessing an offensive weapon and assaulting a police officer.

Two police officers were commended. PC Paul Hubbard, aged 36, gave first aid to Mr. Ayling and PC Mark Cross, aged 30, was kicked as he protected another unconscious Chelsea fan.

Nuclear blast blamed on SA

From Alex Brummer in Washington

FIRM evidence that South Africa detonated a nuclear device in 1979 emerges from official documents released here yesterday under the Freedom of Information Act.

The disclosures are certain to lead to pressure for the imposition of tighter controls on the export of nuclear-related equipment, when the House of Representatives votes on sanctions legislation against Pretoria this week.

According to the 500 pages of documents obtained from the US Naval Research Laboratory, it reached a firm conclusion that a nuclear device was exploded on September 22, 1979. The explosion was witnessed by a US intelligence satellite, the Vela, but a subsequent report by the Vela's sensors in the Caribbean confirmed the explosion was characteristic of a nuclear explosion — to the collision of a small meteoroid with the satellite.

While the report leans to the view that the test was carried out by South Africa, it also raises the possibility that Pretoria and Jerusalem were acting together. It notes that during its 15 years of existence, on each of the previous 11 occasions when Vela satellite has picked up a flash of the kind seen in 1979 it has subsequently been confirmed as a nuclear device.

Last night, the State Department said it was looking at the possibility of a nuclear test.

Party ban to be lifted, page 10



Party ban to be lifted, page 10

'Whitewash' claims on special branch

By Paul Keel

A House of Commons committee which gave a clean bill of health yesterday to the activities of the police special branch was last night being accused of a whitewash by civil liberties spokesmen. Labour members of the inquiry team dissociated themselves from its findings.

The Home Affairs committee, which began its investigations into the special branch last November, concluded in its report yesterday that there were no grounds for public anxiety. It suggested that recent fears about the activities of such police officers in the areas of political and industrial disputes were due to a basic misunderstanding of the role of the special branch.

Presenting the report at the House of Commons yesterday, the committee's chairman, Sir Edward Gardner, Conservative MP for Ely, was clearly aware of the criticism which would greet the report. "This inquiry has not been about a whitewash. It was intended to be a serious and active inquiry into the special branch."

But the four Labour members of the committee, who produced a minority report calling for an independent investigation into the role of the special branch, said that their seven Conservative colleagues on the committee had never seriously sought to examine the issue.

One of the Labour members, Mr. David Winnick, MP for Walsall North, said that the committee's decision not to take evidence from individual special branch officers had seriously inhibited its inquiry.

Two others, Miss Clare Short (Birmingham Ladywood) and Mr. Robin Corbett (Birmingham), complained that the committee had refused to take evidence in several cases where allegations had been made of the special branch exceeding its guidelines.

Miss Short said that these included people involved in trade union, political and peace activities, such as Mrs. Madeline Haig, from Sutton Coldfield, who was the subject of inquiries by West Midlands special branch after she wrote to a local newspaper protesting at the siting of cruise missiles in Britain.

Sir Edward acknowledged that the committee had not taken evidence from individual special branch officers.

Turn to back page, col. 4

NEWS IN BRIEF

Exports U-turn

MRS Thatcher has signalled a U-turn on government loans to win export orders. Back page.

Policing rift

A RIFT opened up yesterday between the RUC and Garda police chiefs over the border killing of four Ulster police officers by the IRA. Back page.

Lost votes

NEW DESS rules could deprive up to 85,000 homeless young people of the right to vote, a Home Office minister has admitted. Page 2.

Pit closure row

THE NCB was accused of demoralising tactics yesterday after it announced the closure of a North-east pit with the loss of 1,433 jobs. Page 2.

Holloway protest

A TEACHER at Holloway yesterday resigned in protest at conditions in the gaol's psychiatric wing. Page 3.

Adams cash plea

STANLEY ADAMS, whose wife's suicide followed his arrest for taking a multinational drug firm's documents to the European Commission, yesterday claimed £500,000 damages at the European Court of Justice. Page 2.

Sainsbury's boost

SAINSBURY'S yesterday announced a 20 per cent rise in profits last year from £199.7 million to £188.5 million. Page 23.

Abortion attack

THE General Assembly of the Church of Scotland has voted in favour of banning abortion, except where the mother's life is at risk. Back page.

Cancer risk

FOUR hundred volunteers face an increased risk of stomach cancer after a Navy medical experiment. Page 4.

The weather

THUNDERY showers and bright intervals. Details, back page.

Joseph offers future cash aid to teachers

By our Education Editor

The Education Secretary, Sir Keith Joseph, said last night that he was ready to provide extra government money for teachers in 1986-7 if agreement can be reached in principle by October this year on teachers' duties.

Sir Keith reiterated that the Government would make no more money available for this year's pay settlement. But for the first time he set out the provisional terms on which the Government would provide extra money for teachers in next year's rate support grant settlement.

In a letter to the local authority associations he set out 14 points which the Government would like to see included within teachers' duties.

The requirements include covering for absent colleagues, and attending staff meetings and out of school hours, meetings with parents, but leave a question mark against the

controversial midday break supervision.

Sir Keith also wants an agreement between the local authorities and the teachers' unions which would require employers to promote good teachers to higher salary scales.

His initiative, which came two days before the crucial pay negotiating Birmingham Committee meeting tomorrow, was dismissed by the general secretary of the National Association of Head Teachers, Mr. David Hart as "no new money for this year, and for the rest, pie in the sky."

"I am appalled at the continuing negative attitude of the Government on the salary issue for '85. The letter does not advance the position one iota," he added.

Mr. Fred Smithies, the general secretary of the National Association of Schoolmasters/Union of Women Teachers described Sir Keith's initiative as a "fairly blatant propaganda play" 48 hours before the pay talks. "It does nothing to help solve the 1985 dispute," he said.

Mr. Smithies pointed out that as there was no current contractual obligation on teachers to carry out midday supervision, "so they are not being offered anything new."

A spokesman for the National Union of Teachers said that the Education Secretary's offer did not go far enough, and added: "The Government now has to go one step further and make more funds available for the 1985 settlement."

turn to back page, col. 5

INSIDE

Arts reviews	11
Business & finance	11
Cricket	31, 32
Guardian Women	22
Home News	2, 4, 32
Letters	12
Overseas News	6, 7, 10
Politics	13-20
Society	21-29
Sports News	27-29
TV & RADIO	30
ENTERTAINMENTS	30
PERSONAL	31

What makes a captain? One of the great cricket leaders, Mike Brearley, who led England to seventeen victories, explains all in his definitive book *The Art of Captaincy*. Today, in the first of five exclusive extracts, on page 29, he tells the inside story of England's greatest win

Jenkin tipped to veto City's 'glass stump'

By Martin Wainwright

Champagne corks were being loosened but not actually popped last night by opponents of the "glass stump" skyscraper proposed for Mansion House Square, in the centre of the City of London, by the developer Mr. Peter Palumbo.

Mr. Patrick Jenkin, the Environment Secretary, will announce his decision on the plan to the Commons this afternoon, and is expected to throw the application out. The Department of the Environment would not comment on a report in the London Standard that the tower had been rejected, but said that Mr. Jenkin would give detailed and extensive reasons for his view.

The fate of the 260-foot block, described as a "glass stump" by the Prince of Wales, has been trailed as a test case for planning policy throughout the country. But successive rejections of the



Peter Palumbo — stagnation or progress

spectacular models and plans of the £175 million scheme at the Environment Department two weeks ago.

Prime Minister has met Mr. Palumbo socially on one occasion and representations were made to her directly by both sides in the dispute. Mrs. Thatcher has also inspected a rival scheme by the London architect, Mr. Terry Farrell, which would conserve nine listed buildings doomed under the Palumbo plan. The contrast between the fatty state of these and the gleaming glass tower, designed by the German American Kies van der Rohe, has been lent spice by the in-house battle at the National Gallery for the economic choices facing Britain. The image of stagnation versus progress is said to have appealed to the prime minister.

But anxious signals from the City, publishing this view to the Number 10 from the City, whose corporation rejected the

tower in 1982, prompting the present appeal. The governor of the Bank of England, Mr. Robert Leigh-Pemberton, has voiced his opposition, and the office trend in the "golden mile" has been away from modern blocks.

Several large banks have moved into a network of restored warehouses off Bishopsgate, and even the architect Richard Rogers, a supporter of Palumbo and designer of the rejected Lloyd's scheme, is about to start work on a large restoration of Victorian buildings in the City.

The tower also appears to conflict with the trend for financial institutions to flee the enormous rates in the centre of the City, particularly now that electronic communications have become so sophisticated. Chase Manhattan has gone to Hamersmith and the Royal Bank of Scotland is moving its main premises to Islington, both in the inner suburbs.

Citycorp, the world's biggest bank, operates its foreign exchange department from the Aldwych, outside the City's boundary.

Mr. Palumbo is expected to sell the site if he loses, after patiently acquiring the buildings piecemeal over the past 15 years at a cost of some £10 million. Mr. Farrell said yesterday that he knew of people interested in his rival scheme who would be prepared to buy at the sort of price Mr. Palumbo would ask.

Several of the Victorian buildings were surrounded with scaffolding this week and one has been served with dangerous structure notices. Mr. Palumbo, who is 50 and an Old Etonian, is the son of a property developer from a family which emigrated to Britain from Italy earlier this century.

End to the tower of habble, page 31; Leader comment, page 12

CAN YOU GIVE THIRST AID?



The African Drought knows no borders. It has burned its way through the lives and land of millions of poor families in 21 countries from Ethiopia to Senegal. Fresh water is essential for their survival.

So far, Oxfam has been involved in supplying fresh water to over 30 feeding centres in Ethiopia and more than 300,000 refugees in Sudan. This is 'thirst aid'. In the long term the people living south of the Sahara need irrigation and conservation, spring protection and new wells.

This is why we have set up a new water fund — LIFECHANNEL, to channel funds directly into clean water projects which will help drought victims back on their feet and back to the land.

Only then will they regain control of their lives. Right now they need 'Thirst Aid' fast and every drop counts. If you can give, then send a donation to LIFECHANNEL today, or give regularly and we'll send you "Feedback" — continuing information on the results achieved with your help.

I enclose a donation to LIFECHANNEL for clean water projects in Africa. Here is my gift:

£5 £10 £25 £100 £.....

☐ Please send me the free LIFECHANNEL Project Pack with details of how I can make a regular donation.

Name

Address

Postcode

The LIFECHANNEL, Room 0225, Oxford, FREEPOST, Oxford OX2 7TH. Or phone 0205 22616 for credit card gifts, anytime.

North suffering growing crisis over jobs

By David Hencke, Social Services Correspondent

The north of England is the only area in Britain to have a smaller working population last year than it had a decade ago, according to a Regional Trends, the Government's annual report on the state of the regions.

The decline—in a decade, when the rest of Britain averaged a 5 per cent rise in the working population, with a 16 per cent growth in East Anglia—is mirrored in a series of other statistics.

The North is top of the league for rising unemployment, with the number out of work increasing by 17 per cent between 1979 and 1984. It is now second to Northern Ireland in the unemployment figures.

The region also reported the highest redundancy rate of 28 per 1,000 last year, at a time when the trend in other regions was improving.

Social security payments, including pensions, now form 35 per cent of personal incomes, compared with 30 per cent in 1974. Personal disposable income fell from 64.8 per cent of the national average in 1981 to 61.4 per cent in 1983.

But the number of self-employed rose by 31 per cent between 1979 and 1984, compared with a fall of 5 per cent between 1979 and 1983. Every region except Scotland recorded a rise in the self-employed.

Outside the depressed North, there were considerable falls in the rate of redundancy, with the numbers more than halved in East Anglia, the South-east, the West Midlands and Wales.

Foreign manufacturing investment, recorded by the Government for the first time, now accounts for 20 per cent of jobs in the South-east and more than 30 per cent of capital expenditure. It is responsible for more than 40 per cent of investment in Northern Ireland and nearly 40 per cent in Scotland.

Unemployment remains high even in the prosperous South-east, where the figure was 9.3 per cent in 1983. European comparisons show that in West Germany, only Bremen exceeded this figure with 10.8 per cent.

The report confirms that the number of old people is increasing, with growing numbers aged 75 or more in the coastal resorts. But the biggest increase in the age group 24 years and over was in Hertfordshire, with the Isle of Wight one point behind. The biggest rises in births were in Bedfordshire and Cleveland, though the largest population increase was in East Anglia. Old people tended to keep their old cars—the largest percentage of 15-year-old cars are in the West Country, with the smallest proportion in the declining North.

The South-east had the highest proportion of people earning more than £10,000 a year, but East Anglia and the South-west also had high proportions of people living on business profits and dividends. Wages in East Anglia and the South-west were among the lowest.

The South-east also had a high proportion of consumer durables except for washing machines, which were more popular in the depressed North than the prosperous South.

Regional Trends, 1985. Stationery Office. £17.50.

Notts levy challenged

The miners' leadership in the moderate Nottingham area was challenged in the High Court yesterday over its decision to impose a levy of up to £20 on former strikers as the price of regaining full union rights after the pit strike.

Three former striking miners asked Mr Justice Nield to overrule the area union and declare unlawful its demand for a "readmission fee" of 50p for each week of the strike, up to a maximum of £20.

Their counsel, Mr John Hendy, said that strikers did not pay subscriptions during the dispute. The area council voted last November not to make strikers pay to rejoin the union. Yet the levy was imposed.

It was established custom and practice within the National Union of Mineworkers not to require strikers to pay subscriptions.

Mr David Pannick, for the area union, said it did not accept that there was an established custom and practice enabling strikers to miss contributions.

The hearing continues today.

cooking by touch

Vicky was studying cooking when she lost her sight. Now, thanks to Braille, cooking is part of her life once more.

The National Library for the Blind provides books in Braille and Moon, for thousands like her. As well as being a large lending library, we produce many hundreds of books of all kinds every year, from books of reference and the classics to best-sellers—as well as cookery, fortunately for Vicky!

Help us to go on being Vicky's lifeline, with your subscription, donation or bequest.

National Library for the Blind
Patron, Her Majesty the Queen
17 Southampton Place, London WC1A 3BA



Prue Stevenson: "The cells are indescribable. You'd hesitate to keep animals in there." Picture by Roger Tooth

Teacher quits to fight gaol regime

A TEACHER employed in the occupational therapy unit of Holloway Prison, north London, resigned yesterday in protest at conditions in the psychiatric wing.

Ms Prue Stevenson, who had worked at Holloway for three years, spent the past nine months in the skills training unit, running arts and crafts classes for the inmates of C1, the wing for women considered to be disturbed. Most of them are on remand, awaiting trial or sentence.

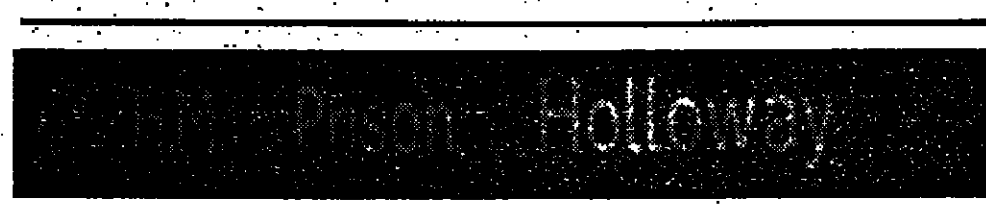
She has resigned because she feels that she can help the women more by speaking out about lack of care and facilities on the wing than by continuing her therapeutic classes.

Concern has been growing over C1, known in the prison as the Muppet House, after reports of self-mutilation and suicide by inmates.

The Home Office has appointed a committee of four prison officers, one member of Holloway's board of visitors and a Department of Health representative to look into the future of the prison. Ms Stevenson is concerned that there is no opportunity for staff to give oral evidence.

She says that women are sent to C1 because they are thought to need treatment. Instead, they find a regime aimed primarily at containment.

"C1 and the punishment block are very similar," she says. "They look the same and it's very much the same



Sarah Boseley on claims that a wing for disturbed women has too many features in common with the punishment block

regime. The women are locked up all the time and have their meals shoved through the hatch. The cells are indescribable. You'd hesitate to keep animals in there. I found it extraordinary that there has been all this publicity, and yet very little has been changed."

New arrivals generally have furniture in their cells but if they misbehave items are removed. Ms Stevenson tells of women who are put on "strips"—their clothes are taken away and they are given a linen strip dress to wear.

Gradually deprived of furniture and clothes, for either as punishment or in an attempt to control them—women can be left with just a blanket, crouched naked in a corner, refusing to wear the strip dress in protest, says Ms Stevenson. These women rarely get out of their cells because they are causing problems for the staff.

There are four dormitories of five beds, but most women spend most of their time in isolation in single

cells. "Association time with other inmates doesn't happen nearly as often as it ought to. Last weekend three women were allowed out for something like one hour 40 minutes and locked up the rest of the time, said Ms Stevenson. That included exercise. Generally they go into a tiny sitting area and chat to each other."

The skills training unit is supposed to provide occupation and mild therapy for C1 inmates during weekdays. All too often, says Ms Stevenson, teachers wait in vain for the women to be brought from their cells. Only a few are supposed to be too disturbed to participate, and four of these have a special session on Monday and Friday mornings on the wing.

"We have spent day after day with the rest not coming up at all. Often only 50 per cent come up. Out of a potential 35 or so on the wing, only 15 come over."

The reason given is staff shortages. It's extremely unsatisfactory and very demoralising. We have been asked to go down and work with

them on the wing. It would be on a one to one basis through the hatch and that's totally unacceptable."

Ms Stevenson is convinced that the self-mutilations—one woman gouged out an eye, another tried and failed, another raked a broken light bulb across her chest—are cries of despair.

Four women protested recently about the amount of isolation by barricading themselves in the lavatories of the gym, which has been open since last December—although again staff shortages mean that the inmates rarely use it. Their punishment was more confinement to their cells, plus loss of tobacco.

Ms Stevenson is impressed by Holloway's new governor, Mr Colin Allen, but has reservations about some members of his staff. "There are many decent people working there but I think a lot feel it doesn't concern them and they can get on with the job and absolve themselves of responsibility. Others have been there so long that they are entirely desensitised."

She tells of going to visit one young woman in the wing and asking an officer for permission to speak to her. Ms Stevenson says the officer replied: "You can if you like, but you won't get much out of her—we've just cut her down," and laughed.

The prisoner had tried to hang herself. She was found in time and left on her own in an empty cell on a mattress and a blanket.

Ms Stevenson says that the answer to C1's deficiencies is not easy. The problem was beyond the powers of the governor—it needed a new regime, new, more and better staff, better facilities and more discrimination over who was admitted.

Mr William Eingley, legal director of the National Association of Mental Health (Mind) said: "The problems associated with Holloway's medical services are the same as those endemic in the rest of the prison system. They follow from the separation of the prison medical service from the mainstream of the National Health Service."

Campaigners want disturbed women to be remanded to hospitals rather than prisons for medical reports, which involves overcoming the regional health authorities' reluctance to have them. They also want regional psychiatric and assessment centres, equal to the best in the NHS, for disturbed prisoners who have to be kept in a secure environment.

Appeal for diary of Scott trek

By Martin Wainwright

AN APPEAL has been launched to buy letters and a diary which may shed fresh light on the disastrous loss of Captain Robert Scott's polar party in March 1912.

The papers of Lieutenant "Birdie" Bowers have been offered to the Scott Polar Research Institute at Cambridge University for £75,000. They are the last known records of the journey to be in private hands and have not been studied by historians or scholars since the late George Seaver used them for his biography, Birdie Bowers of the Antarctic, published in 1938.

Dr Peter Wadhams, deputy director of the Scott Institute, which needs £20,000 to reach the target, said Bowers was a key figure as the polar party member responsible for logistics. Scott referred to him as a "treasure" because of his practical abilities to cope with the demands of Antarctic travel.

"We may gather fresh evidence from the papers about why things went wrong," said Dr Wadhams. "Bowers was in charge of the provisioning and navigation, and kept logs and stock records as well as his personal journal."

Mrs Anne Shirley, polar research officer at the National Maritime Museum, has conducted negotiations with the papers' anonymous owner, who is distant connected with the Bowers family.

She said: "Although Seaver used them, attitudes to history have changed since the 1930s and scholars may find things which he missed because he wasn't looking for them."

Bowers was a Clyde-side Scot who was 25 when Scott recruited him from the Royal Indian Marine—Imperial India's navy.

ONLY A SELECT HANDFUL OF INVESTORS CAN SEE INTO THE FUTURE.

With a new Abbey National High Rate Bondshare we guarantee to pay you 2.50% above our normal share rate for two whole years. So you can have both hands very firmly on the future.

Although rates vary from time to time, currently that's a hefty 10.75% net p.a.

You hardly require the powers of a clairvoyant to see that this is no ordinary investment opportunity.

STRICTLY LIMITED ISSUE

To set the ball rolling you require a minimum of £10,000. In return, your investment will yield an equivalent of 15.36% gross if you're taxed at the basic rate. And you may invest up to the total joint account limit of £500,000.

As you might imagine, an investment opportunity of this nature has to be strictly limited. So we urge you to act swiftly.

ACCESS TO YOUR MONEY

If you need to get at your money, withdrawals can be made without penalty providing you give us ninety days' notice. Or you can have instant access but you'll lose the equivalent of ninety days' interest on the amount withdrawn.

Either way, even if you leave in less than £10,000, your Bondshare will still live up to its name and earn you the full high rate.

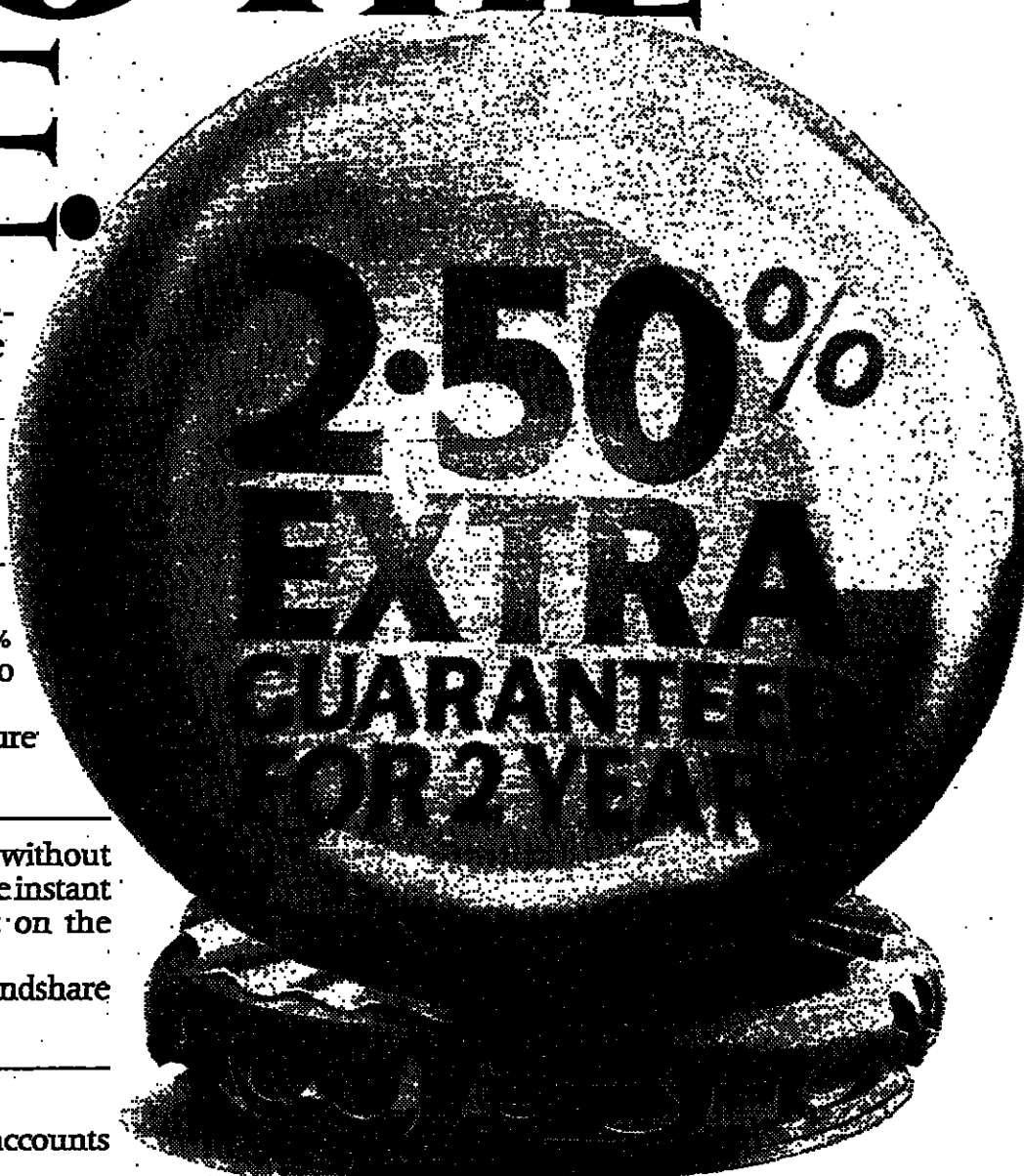
WHAT HAPPENS TO YOUR INTEREST?

Your annual interest can be re-invested in your Bondshare. Alternatively, it can be paid into certain other Abbey National accounts or into your bank. It's your decision.

But to take advantage of this unique investment opportunity you'll need to act smartly.

So return the coupon to us today. Or call in at your nearest Abbey National branch to apply for the new High Rate Bondshare.

Because if you've £10,000 or more to find a home for, your future investment plans should now be crystal clear.



Are you as happy with your building society?

ABBNEY NATIONAL BUILDING SOCIETY, ABBNEY HOUSE, BAKER STREET, LONDON NW1 6XL

To: Dept. B.S.I., Abbey National Building Society, FREEPOST, United Kingdom House, 180 Oxford Street, London W1E 3YZ

I/We enclose a cheque for £_____ to be invested in a High Rate Bondshare

Account at my/our local branch in _____

Interest will be credited annually. Remember rates may vary.

Full name(s) Mr/Mrs/Miss _____

Address _____

Postcode _____

Tel. _____

Signature(s) _____

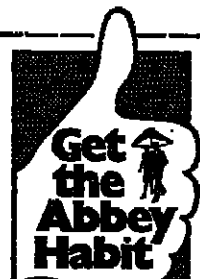
Date _____

G42

Please send full details and an application card. Minimum investment £10,000. Maximum £250,000 (or £500,000 joint account).

10.75% = 15.36%
NET P.A. GROSS EQUIVALENT

ABBNEY NATIONAL HIGH RATE BONDSHARE



HOME NEWS

Green paper hedges decision on student loans and condemns 'anti-business' snobbery in higher education. John Fairhall reports

Some universities expected to close in next decade

THE closure or amalgamation of whole universities during the next 10 years is foreseen in the Government's green paper on the future of higher education, published yesterday. A substantial fall in student numbers is expected from 1990.

The green paper has little to say on the long-term funding of higher education. The Government merely commits itself to provide enough money to meet student demand in the short term, based on a "low projection". This projection shows total student numbers falling from 565,000 in 1983-4 to 492,000 in 1996-7. The size of the 18 and 19-year age group will fall by 35 per cent between 1984 and 1996.

Universities already face an annual 2 per cent cut in their funds over the next

five years. But the kind of rationalised higher education service the Government wants will not emerge until another paper is produced next year. Meanwhile, any changes in student demand, particularly among women and mature students, will be monitored.

The Government expresses disappointment at the country's poor economic performance since 1955 and concerns that Britain's more qualified scientists, engineers, technologists and technicians.

The shortage of qualified manpower could be made good only if higher education were sufficiently flexible to respond quickly to new needs. Higher education should beget of "anti-business" snobbery and should seize opportunities to encourage

the entrepreneurial spirit. Research funding should be concentrated, for the sake of quality and economy, the green paper says. The University Grants Committee was wrong to say that all academic staff should engage in research.

Two types of university are envisaged: those with research funding from the UGC, and those—either whole universities or individual departments—which will lose such funding.

The green paper was postponed from January in order to consider the issue of student grants. But this has been left for a separate paper, which will examine how student union policies and actions can be properly representative of the membership. If that cannot be achieved it will ask whether the automatic membership of student unions

there is a prima facie case for considering whether a student support system "less onerous to the taxpayer" might be justified.

On the funding of student unions, the green paper says: "The taxpayer's money should not be used to fund unions that refuse a platform to speakers whose views are objectionable to some students although others wish to invite them, that prevent invited speakers from gaining a hearing, or that permit violence or the threat of violence to that end."

The Government will be consulting all sections of higher education to determine how student union policies and actions can be properly representative of the membership. If that cannot be achieved it will ask whether the automatic membership of student unions

can still be justified. It will also question whether unions need so many sabbatical officers. If voluntary action fails on these issues, says the green paper, "the Government will consider how they might be addressed more directly."

The green paper seeks a "value for money" redefinition of "the Robbins principle" on which British higher education has been based since 1963.

Robbins said that "Courses of higher education should be available for all those who are qualified by ability and attainment to pursue them and who wish to do so." This meant in effect that if you had two A-levels you should have a place.

This was reformulated by the UGC and the National Advisory Body to read: "Courses of HE should be

available to all those who can benefit from them and who wish to do so." This definition is accepted by the Government, but with the major caveat, so long as taxpayers substantially finance higher education, the benefit has to be sufficient to justify the cost."

Higher education pay is generally sufficient to attract and keep able and well qualified staff, but the green paper concedes that national pay scales may not be good enough to attract staff whose skills are in short supply. It suggests "discretion" being given to allow merit awards to "staff making an exceptional contribution to the pursuit of their promotion aims" for whom promotion may not be available or appropriate. Views are invited on such a policy.

Employers are criticised

for giving insufficient support to research and higher education. Industry should donate more equipment to higher education institutions, and arrange more exchanges of staff. It should also provide clearer signals to the institutions and to young people still at school of its requirements and opportunities.

Employers will carry more conviction in the messages they give about what they want if they accompany them with tangible levels of recruitment, enhanced pay, promotion, and status. Sponsorship of able students at university or polytechnic would be particularly effective.

The Development of Higher Education into the 1990s, Cm 9344, Stationery Office, £5.80.

NEWS IN BRIEF

Gaol for attack on judge

A JUDGE gaol'd a 22-year-old woman for a week yesterday after she called him a racist for sending a black friend of hers to prison.

Rachael Hill, of Wood Green, north London, was sent to Holloway prison after she shouted at Judge Gerald Butler, QC, at Southwark crown court: "You are the most biased judge I have ever come across. You are a racist judge."

"Your conduct was scandalous and the plainest contempt in the face of the court," said the judge as he gaol'd Ms Hill.

Mr Peter Hall, defending, said Ms Hill's comments were made "in the heat of the moment" and she had created no serious risk to the administration of justice. He also argued that Judge Butler should not be allowed to hear the contempt proceedings, but the application was refused.

FA Cup corruption report for DPP

POLICE are preparing a report for the Director of Public Prosecutions about alleged corruption by turnstile operators in the Sunday F.A. Cup Final. The move comes in response to claims that thousands of football fans slipped into Wembley illegally by paying cash to turnstile officials.

Among 114 people arrested in connection with the match were turnstile operators and five fans described as "would-be customers." All 11 have been released pending a report to the DPP.

Telephone staff demand 6.9 pc

A CLAIM for a "substantial" pay increase is to be submitted next week on behalf of 44,000 telephone staff, including domestics, catering workers, telephonists, telegraphists and radio officers employed by British Telecom.

Mr Alan Tiffin, general secretary of the Union of Communication Workers, told the telephone staffs sectional conference in Bournemouth yesterday that the target would be 6.9 per cent.

3m Britons vegetarian

ALMOST 3 million people in Britain are vegetarians or have cut out all red meat from their diet, according to a Gallup poll published yesterday.

Women of all ages continue to outnumber men in the non-meat stakes by three to two. Still in the forefront of this trend are young women, between the ages of 18 and 24, about 10 per cent of whom eat no meat. The South has the highest concentration of vegetarians, 30 per cent above the national average, and 79 per cent more than in the North.

One-year ban on cricketer

ENGLAND cricketer Chris Cowdrey was disqualified from driving yesterday after telling a court that the ban could cost him his job as captain of Kent.

Cowdrey, aged 27, was banned for a year and fined £150 after he had pleaded guilty before Ramsgate magistrates to driving with excess alcohol in Broadstairs last September after an end-of-season celebration with the Kent team.

Doorman killed at disco

A NIGHTCLUB doorman was shot dead yesterday in what police believe may have been a revenge killing.

Brendan Walsh, aged 39, was off duty when he was shot a number of times in the chest by a masked gunman at the Sands disco in Stretford, Greater Manchester. Some men were earlier ejected from the club after a disturbance.

John Goodwin

In a court report yesterday we referred to the abduction of Mrs Shirley Goodwin and noted that her husband, Mr John Goodwin, was in prison at the time. He was likely to make clear that the conviction for which Mr Goodwin was in prison was subsequently quashed on appeal, and he was duly released.

Churches defiant on Sunday trading

By Martyn Halsall, Churches Correspondent

The churches will continue to be resolutely opposed to government plans for Sunday trading approved in the Commons on Monday, the Bishop of Birmingham, Dr Hugh Montefiore, said yesterday.

Strong resistance is expected when representatives of the British Council of Churches and the Free Church Federal Council meet MPs opposed to the Auld Committee's recommendations on shop hours.

MPs have been sent a commentary arguing that while there is a need to amend the 1950 Shops Act "without radically changing the principle that most shops will close on Sunday," the committee failed to substantiate its case for radical change.

"His argument seems to me that he would find it boring if he could not go shopping on Sunday," said the bishop, chairman of the General Synod's Board for Social Responsibility, referring to Mr Leon Brittan, the Home Secretary.

The churches would continue to argue that legislation should not create a "plateau" making all days the same. Its protest is against the desire of Her Majesty's Government that individuals should be able to shop when they want to without any consideration of the community as a whole," he said.

Dr Stephen Orchard of the British Council of Churches said it would want specific assurances about the right of shop workers when only 15 per cent had union membership to safeguard their interests.

The churches would welcome government concessions on the rights of conscience for those already employed in the retail industry. But the opposition to Sunday trading was due more to concern for people's rights than Sabbatarian arguments, he said.

Inquiry told of fears for sisters' safety

Foster mother 'believed she would keep Jasmine'

By Sarah Boseley

The foster-mother of Jasmine Beckford told an inquiry into her death yesterday that she had understood from Brent social services that she would keep the child and her sister Louise "for the rest of their childhood."

Instead, Mrs Gabrielle Probert said, the children were taken away from her and returned to their mother and their stepfather Maurice Beckford who was sentenced in March to 10 years imprisonment for Jasmine's manslaughter.

Mrs Probert broke down in tears as she told the inquiry her reluctance to let the children return, convinced that their stepfather would hit them as he had before. When she began to foster them in September, 1981, the nine had broken thigh bones and Louise a broken arm.



Mrs Probert: 'begging not to let girls go'

A letter from Brent Adoption and Fostering Panel in November, 1981, told the Proberts they had been ap-

proved as long-term foster-parents for the children.

The panel's principal officer, Mr Jeremy Burns, described the couple as an "interesting and attractive family with a proven record of adoption."

They had "done magnificently" with the two children.

Mrs Probert said that she was upset when they returned from visits to their parents. Their nappies had not been changed, and they were miserable, she said.

When she was told that the children were to be sent back to their parents Mrs Probert wrote to Mr Burns in protest. She wrote: "We were assured there was no way they would be returned to their natural parents in view of their previous history."

On the day the children were to go home Mrs Probert telephoned Mr Burns. She said: "I was begging on the telephone not to let them go. I felt so desperate."

Mrs Probert said that a senior social worker, Miss Diane Dietman, assured her that the family would be supervised to prevent the children being harmed again. Mrs Probert said: "I really did think he would hit them again. I did not think it would be long before he started to wallop them."

Mrs Probert objected strongly to a report written by Miss Dietman about her fostering abilities some nine months after the children had left. Her counsel, Miss Patricia Scotland, said the suggestion leaving her husband if she could not keep the children was a gross misapprehension.

Mrs Probert also denied that she had complained about the children or that she wanted attention for herself more than the children's welfare. She said she had not come to terms with her own infertility.

Mr Philip Bennett, regional manager of Stevens and Carter, where Beckford worked for about 10 years as a storeman, said that Beckford was a very reliable worker and appeared to be concerned about his children. But, he said, Beckford felt belittled by Miss Gunn Wahlstrom, the social worker on the case.

The inquiry continues. An inquiry into the case of a Nottingham baby who twice had her skull fractured by her father began yesterday. The inquiry into the case of Samantha Waldram, of Clifford Court, Radford, Nottingham, was ordered by Judge John Hopkin at Nottingham Crown Court as he gaol'd her father, Trevor Waldram, aged 28, three years for assaulting her.

Council wins appeal to keep baby boy in care

The advantages of a child being raised by its natural parents cannot outweigh the risk of baby battering, the Appeal Court ruled yesterday.

Lord Justice Fox and Sir Roger Ormrod over-ruled a High Court judge who had decided that a baby boy, aged four months, should be returned from the care of Barnsley Borough Council to his unmarried parents.

They allowed the council's appeal and ordered that the baby remain in care. The court had been told of a history of injuries to the boy's two stepbrothers and step-sister, who were in care. One had been deliberately burned with an electric fire.

Sir Roger said the issue was

whether the advantages of the mother and father bringing up the baby, who had not been injured, were sufficient to justify the risk.

"The risks are very formidable and the advantages, to put it mildly, doubtful," he said. The baby was the child of the mother live-in boyfriend. The other children had different fathers. The boyfriend was suspected of causing some of the other children's injuries.

Sir Roger said the High Court judge's principal reason for returning the baby to his parents was that he was the boyfriend's own child. "I cannot accept that that is sufficient to justify taking the formidable risk," he added.

Judge scorns probation officer's plea for 'brute'

A judge said yesterday that a probation officer's suggestion that a man who battered his baby needed support and psychiatric help was rubbish.

Lord Justice Lawton said: "In a long career on the bench I have never heard such rubbish. What this man needs is punishment—he is a brute."

Paul Haywood, aged 26, of Colville Terrace, Nottingham, was appealing against a six-year gaol sentence for inflicting grievous bodily harm on his three-month-old son, Jason.

The baby suffered skull and body fractures.

An unnamed woman probation officer said in a report to Appeal Court judges yesterday that Haywood needed the "a going support of the probation service."

Lord Justice Lawton, who sat with Mr Justice Simon Brown, said the Nottingham trial judge was right to say that fathers who beat children deserved severe sentences. But justice did not require six years and the sentence was reduced to four years.

'Libya paid plot man' Bradford survivors help in video reconstruction

A British businessman arrested in Egypt after an alleged assassination plot against a former Libyan premier had been paid \$100,000 by the Libyans, a court was told yesterday.

Detective Chief Inspector Angus McIntosh, of the anti-terrorist squad, told Huddersfield magistrates' court that Anthony Gill, aged 48, a company director, of Colchester, Essex, said to police that he received \$100,000 between August and October last year.

In August Mr Gill is alleged to have helped a brother-in-law of the Libyan leader, Colonel Gaddafi, to leave Britain with a passport in his name before he was charged with standing trial on drug charges.

Mr Gill is accused of conspiring with Mr Godfrey Shiner, aged 47, a businessman from Warwickshire, to pervert the course of justice by assisting Mohammed Sheheryar evade the trial.

Mr Steven Harvey, for Mr Gill, asked for reporting restrictions to be lifted and said the \$100,000 was to cover business expenses and "up front" money.

He added that Mr Gill and Mr Harvey were detained at the end of October "on another matter of conspiracy to assassinate one of Colonel Gaddafi's very powerful opponents" but no charges were brought.

West Yorkshire Police announced yesterday that they had carried out an unusual reconstruction of events leading up to the Bradford football fire.

The exercise was carried out in secrecy at Bradford police headquarters on Sunday night when 60 survivors were asked to wear the same clothing as they were on the day of the fire and to position themselves in the same seats.

Copies of a video recording made by the police will be given to Mr James Turnbull, the coroner and Mr Justice Popplewell, who will chair the judicial inquiry.

The police issued a statement merely confirming yesterday that the unusual identity

day that the unusual identity

parade had taken place. Detective Superintendent Kevin Cooper, the man in charge of the investigation into the cause of the blaze, spoke to the survivors for 10 minutes and instructed other officers to make the video recording.

It is not clear whether this particular recording will be used in evidence at the inquiry or inquest.

The judicial inquiry into the blaze will begin in Bradford on June 5 and the inquest will be resumed at a later date.

The police said yesterday that they were not certain of the identities of four people who may have occupied seats numbers 143, 144, 145 and 146 along row P in the G block seating area.

The police said yesterday that they were not certain of the identities of four people who may have occupied seats numbers 143, 144, 145 and 146 along row P in the G block seating area.

Polls back airports plan

By Michael Smith, Industrial Editor

A majority of residents living near both airports support the plan to expand Heathrow and Stansted, according to two opinion polls published yesterday.

Gallup on behalf of British Airways found that 62 per cent of people around Heathrow favour proposals for a fifth passenger terminal raising capacity by 15 million to

Benefit ruling 'will be studied'

By David Hencke, Social Services Correspondent

A JUDGE'S ruling that Mr Norman Fowler, the Social Services Secretary, had failed to "consult councils over emergency regulations to close a housing benefit loophole" is expected to force the Government to review its consultative methods.

The Association of Metropolitan Authorities, which won the ruling on Monday, yesterday said it had implications for other areas of policy, including changes in housing subsidies, planning regulations and timetables for school closures.

The case had been brought by the AMA after Mr Fowler rushed through the Commons emergency regulations to close a benefit loophole after an article in the Guardian had revealed that tenants could receive between £300 and £500 a year in extra benefits by forming joint tenancies with their grown-up children.

The AMA said that not only did the minister not send them details of the changes but some of the information they received was incorrect.

The Department of Health claimed that they had to act fast because of the impact of the Guardian article. It was up to Mr Fowler to decide what constituted adequate consultation.

Mr Justice Webster ruled: "There is no degree of urgency which absolves the Secretary of State from the duty to consult."

Mr Fowler could not decide what was an adequate consultation period as this was a matter for the courts. He had failed in his duty to consult and receive assistance from those who would be responsible for administering the regulations.

"There was and still is plenty of scope for such assistance," said the judge. But he would not quash the regulations because of the problems that could cause. The Department of Health should in its own costs and meet 80 per cent of the AMA's legal bill, estimated at about £45,000.

Mr Edward Cantle, the under-secretary responsible for housing, said yesterday: "The ruling has wide implications for other areas of policy because no one has laid down until now that adequate consultation is a matter for the law."

Following this judgment we intend to approach Mr Fowler asking him to modify the housing benefit regulations, particularly a rule which says that we have to investigate joint tenancies stretching back for 15 years to ensure that they are bona fide."

Experiment left volunteers with increased risk of cancer

By Andrew Vaitch, Medical Correspondent

Four people face an increased risk of stomach cancer after volunteering for a medical experiment at the navy's hospital in Gosport.

The healthy volunteers, two civilians and two navy personnel, have not been compensated after they contracted an infection during tests with a new form of anticid made by Berk Pharmaceuticals.

They suffered nausea, vomiting, and abdominal pain and chronic gastritis. Their stomachs stopped producing acid, and as a result they were unable to absorb vitamin B12.

The breakdown of the acid barrier to infection led to a build-up of bacteria in the stomach which caused pernicious anaemia and hence stomach cancer.

High levels of nitrates caused by the bacteria may also be associated with cancer.

The experiment was conducted over four years ago at the Royal Naval Hospital, Haslar, by Professor Richard Hunt and his colleagues. Their report of the results, published earlier this month in the British Medical Journal, has provoked concern among specialists anxious to tighten the rules governing

medical experiments on healthy human volunteers after the death of the Cardiff student, Phillip Jones.

Details are being studied by members of the Royal College of Physicians' working party which is investigating trials on healthy volunteers.

The specialists want to know if the health of the Gosport volunteers is being monitored — stomach cancer can take 10 years to develop — and why the volunteers were not compensated.

The experiment was approved by the hospital's ethical committee and there is no suggestion that Berk's drug was to blame. According to the British Medical Journal report, the researchers suspect that a bug was transmitted on an electrode used to return gastric acid to the stomachs of the volunteers.

The navy's medical director, Surgeon Rear Admiral Godfrey Milton-Thompson, was yesterday studying a critical letter from Dr Andrew Herzheimer, senior lecturer at Charing Cross Hospital, London, due to be published in the BMJ.

Admiral Milton-Thompson, who founded the gastroenterology unit at Haslar, said: "The volunteers have not been com-

pensated but there is now provision for compensation without prejudice."

He added: "The only inconvenience they have suffered is having had to be followed-up. A total absence of acid is associated with cancer of the stomach in the long term. But my interpretation of the data published in the BMJ is that they are still capable of producing acid."

Six volunteers were involved in the experiment, of whom four fell ill, including a Leading Wren. Eighteen months after the experiment, the BMJ data shows, one volunteer was still suffering chronic gastritis, and three were unable to absorb vitamin B12 properly.

Professor Hunt, who led the research team, has moved to Canada to become professor of gastroenterology at McMaster University, Hamilton, Ontario. He said: "All but one of the subjects were essentially back to normal 24 years after the event."

Under the Association of British Pharmaceutical Industry code of practice, volunteers who suffer as a result of a procedure during the experiment, rather than suffering from the drug itself, are not entitled to compensation.

Civil servants reject lie detector tests

By Richard Norton-Taylor

A union representing about 90,000 government specialists yesterday refused to take polygraph — lie detector — tests.

Delegates at the annual conference of the Institution of Professional Civil Servants, whose members include scientists and officials in defence intelligence, also decided not to operate the machine.

Mr Richard Alexander, one of the Government Communications Headquarters officials who have refused to give up union membership, said that there were reports that the polygraph was about to be introduced at the intelligence-gathering centre, based in Cheltenham.

Twenty senior GCHQ managers have volunteered for tests in London and it is understood that one failed. A new building has been constructed at Cheltenham with facilities for polygraph interviews.

The Security Commission recommended in 1982 that a pilot polygraph scheme should be introduced at GCHQ after the Geoffrey Prime spy affair. Opposition to the plan among staff is widely believed to be one of the reasons for the ban imposed early in 1984.

The legacy of disgust after the Government's decision to ban unions was reflected in votes at the IPCS conference in Eastbourne to negotiate contracts of employment for civil

servants.

Civil servants hold their offices at the pleasure of the Crown — in practice the Government — a concept which union leaders described yesterday as anachronistic. However, delegates rejected a motion to oppose "no-strike" agreements by about 40,000 to 35,000 in a card vote.

Mrs Thatcher rejected the offer by Civil Service union leaders of a no-disruption pact at GCHQ last year. Yesterday's motion was proposed by staff at Portsmouth naval base, who negotiated a similar arrangement in an attempt to preserve civilian jobs there.

The motion indicated disillusionment with government policies, said union members.

Churches defiant on Sunday trading

By Martyn Halsall, Churches Correspondent

The churches will continue to be resolutely opposed to government plans for Sunday trading approved in the Commons on Monday, the Bishop of Birmingham, Dr Hugh Montefiore, said yesterday.

Strong resistance is expected when representatives of the British Council of Churches and the Free Church Federal Council meet MPs opposed to the Auld Committee's recommendations on shop hours.

MPs have been sent a commentary arguing that while there is a need to amend the 1950 Shops Act "without radically changing the principle that most shops will close on Sunday," the committee failed to substantiate its case for radical change.

His argument seems to me that he would find it boring if he could not go shopping on Sunday," said the bishop, chairman of the General Synod's Board for Social Responsibility, referring to Mr Leon Brittan, the Home Secretary.

The churches would continue to argue that legislation should not create a "plateau" making all days the same. Its protest is against the desire of Her Majesty's Government that individuals should be able to shop when they want to without any consideration of the community as a whole," he said.

Dr Stephen Orchard of the British Council of Churches said it would want specific assurances about the right of shop workers when only 15 per cent had union membership to safeguard their interests.

The churches would welcome government concessions on the rights of conscience for those already employed in the retail industry. But the opposition to Sunday trading was due more to concern for people's rights than Sabbatarian arguments, he said.

Dr Hugh Montefiore—case not substantiated

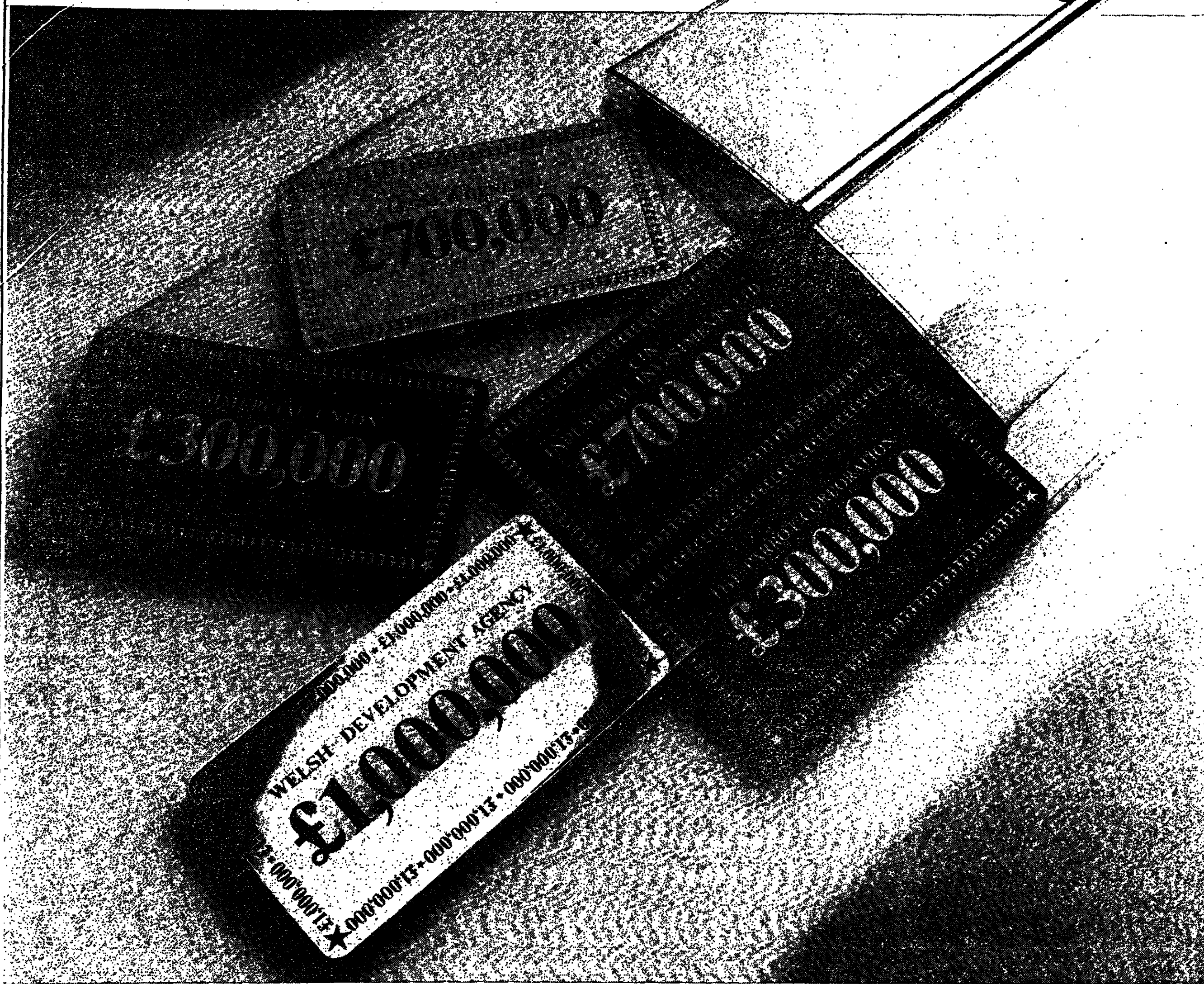
Dr Hugh Montefiore—case not substantiated

Dr Hugh Montefiore—case not substantiated

Dr Hugh Montefiore—case not substantiated

سكيا من الالاحل

Who'd bet on Wales being a better place to make floppy discs than Silicon Valley?



The story begins when three top men in a US high-tech company decide to go it alone.

They investigate Silicon Valley, California, as the best place to make their new floppy discs.

Their search widens to cover a number of different countries outside North America.

Finally, after taking everything into consideration, they plump for Wales.

The WDA checks out their plans and has a private consultant to report upon viability. Satisfied on all counts, we put up a million pounds.

But it's the City's financial giants who ensure the Parrot Corporation takes off, by providing another £2 million equity.

Proof positive that private investors, such as Legal and General, Commercial Union and CIN Industrial Investments, are convinced of the opportunities for growth and profit that exist if you move to Wales.

Their stake forms a substantial part of the total £7 million funding package, likely to be one of the biggest seen in Europe this year.

Now it's unlikely that you, as an entrepreneur (or an established company looking to relocate) need a package on this scale.

But Parrot were also attracted by Wales' greenfield factory sites.

The excellent transport facilities and superb environment.

And they said: "We could not be more delighted with the enthusiasm and commitment of our staff."

If the confidence shown by the City increases your confidence, let us tell you more about Wales.

Our information package describes the advantages of the Principality and the ways we can help you move there.

You'll come out winning if you clip the coupon. Or call Freefone Wales.

I am thinking of relocating my existing business/establishing a new one. Please tell me why Wales will be right for me.

Name

Position

Nature of business

Company

Address

Tel. No.



PEARL HOUSE, GREYFRIARS RD., CARDIFF CF1 3XX. TEL: (0222) 32955.

Suazo is forced to accept
general's political orders

Army threat to remove Honduras President

From Tony Jenkins
in Tegucigalpa

The Honduran armed forces have threatened to remove President Suazo from power, on the eve of his state visit to Washington, according to informed sources including a union leader. The threat obliged him to accept a political defeat which was announced here yesterday.

Military officers say that, on Saturday, the President was summoned to the Headquarters of the first army battalion, which controls the capital. There the head of the armed forces, General Walter Lopez, informed him of the political concessions he would have to make to avoid a general strike.

According to Mr. Andres Ariles, the head of the country's largest union, the CTE, Dr. Suazo was told that, if he did not agree, "he would be separated from the president for health reasons until the elections in November." American officials would not confirm the report, but one said: "I wouldn't be surprised."

It was only after he conceded that Dr. Suazo was allowed to leave for his meeting with President Reagan, accompanied by General Lopez, sources added. He left his supporters to hammer out the details.

After a weekend of intense negotiations between the country's four political parties, the trade unions, and the armed forces, an agreement was reached in the early hours of yesterday.

Under the terms of the pact, no party will be allowed

to field an official candidate for the presidential elections. All candidates will be included on the ballot and receive state funds to campaign.

Four members of the Supreme Court are to be replaced, to ensure its neutrality. Until now, it has been regarded as favouring the President in electoral disputes. The head of the Supreme Court, Mr. Ramon Valladares, who was gaoled 60 days ago, on the President's instructions, is to be released.

The effect of these moves, according to senior politicians, will be to ensure that Dr. Suazo's nominee will not win the elections. "This is the end of Suazo," commented Mr. Ariles.

The changes could also affect US policy in the region. Dr. Suazo has been a staunch supporter of US military manoeuvres in Honduras and of the presence of US-backed Nicaraguan counter-revolutionary guerrillas on Honduran soil.

However, the main now considered most likely to win the election, Mr. Jose Azcona, has said he opposes both the manoeuvres and the contra presence. "It's a question of national sovereignty," he said recently. "We will have to find different ways of pressuring the Sandinistas."

In his meetings with the Reagan Administration, Dr. Suazo is trying to commit the US to a special defence pact and to economic aid totalling \$3,000 million over the next four years.

Reagan falls short of full commitment

From Michael White
in Washington

President Reagan yesterday reaffirmed his Administration's military and economic commitment to Honduras as a key element in its policy for the containment of leftwing Nicaragua.

But he did so in terms which fell short of Honduran hopes of a binding guarantee of support should it be drawn into conflict with its neighbour.

In ritual exchanges of goodwill on the White House lawn, Mr. Reagan and President Roberto Suazo, of Honduras, both emphasised mutual friendship support, and the "serious threat of Communist aggression" posed by Nicaragua, with Soviet and Cuban support.

And, in a sop to local sentiment, President Reagan also joined in expressing support for the regional Contadora peace process, which the US is sometimes accused of having undermined.

Later, a high State Department official said: "There is no doubt in my mind that the President or the Vice-President would stand by in case of an attack on Honduras" and acknowledged the presidential exchanges as the most explicit US commitment yet.

Mr. Reagan's domestic critics fear the reverse, that a supposed attack on Honduras might be used to escalate US involvement against Nicaragua, though Honduras itself fears that the inter-American defence pact, the 1949 Rio treaty, might prove worthless in a crisis.

The background to the two-day visit is, however, less halcyon. In recent weeks, the Hondurans have been sufficiently alarmed at the prospect of being left in the middle between Nicaragua and the Honduran-based contra rebels that they forced the contras away from the border. Under US pressure they also protested about Nicaraguan violations of their territory in hot pursuit of the rebels.

Murder planned as gaol protest

From Jan Nacca
in Sao Paulo

PRISONERS in Brazil are planning another protest-by-murder to draw attention to their gaol conditions.

Two weeks ago prisoners in Belo Horizonte selected the four weakest inmates, then drew lots to decide which two should die. The chosen victims, Edson Rodrigues, aged 27, and Denseth Silva, aged 23, were then kicked and choked to death by their cell companions.

This macabre crime was their way of denouncing the conditions in which they live: crammed into unsanitary ill-lit cells, with an average floor space of less than a square yard each. The prisoners take it in turns to sleep and are forbidden visitors. There is nowhere to exercise.

Prison officers are keeping watch all night to prevent more cell deaths.

Thousands of Brazilian prisoners are being held in police stations and public gaols even after sentence because there are not enough state prisons to take them.

In Sao Paulo alone 12,500 are held like this and deaths in cell fights, riots and break-outs are frequent. In March, 15 prisoners in the town of Sorocaba dug an escape tunnel, but as they emerged, they were simply shot by the prison guards and 11 died.

A week later, 6,000 prisoners in the main Sao Paulo prison began a riot, burning and wrecking to protest at overcrowding and the delay in freeing those who had completed their sentences.

Prison and police authorities recognise the desperate need for a prison building programme but so far there are no government funds available.

New treaty for islands

GREENADA hopes to be able to complete arrangements for a security treaty with other states in the East Caribbean next month, the Prime Minister, Mr. Herbert Blaise, said in London yesterday.

The treaty would mean that any one state in the region could call on the others if attacked, he told a press conference on the second day of his official visit to Britain.

He said that Britain and the US would not be parties to the security treaty.

He did not accept that the US-led intervention two years ago to remove a left-wing government represented an "invasion". He said: "The American rule after the treaty is agreed would be to see that the rescue was performed will not go to waste. We want to make sure that we will be able to look after ourselves."

He declined to say exactly when American troops would be withdrawn from the island but suggested it might be by the end of the year.

Too many drivers at EEC wheel

Alex Scott, in Brussels,
explains why the EEC is
not very far down the
road towards a common
transport policy

OVER a quarter of a century ago, the European Community's founding fathers decided that a true common market should be based on a common agricultural policy and a common transport policy. The first is history, while the second remains a vision.

Today in Luxembourg, the EEC's Court of Justice is expected to condemn the 10 member states for failing to fulfil the commitments they made on transport when they signed the Treaty of Rome in 1957. This unique legal case against the council of ministers was launched two years ago after members of the European Parliament became incensed by the triumph of national over Community interests.

And tomorrow in Brussels, the 10 transport ministers will once again tackle the task of establishing a common transport policy. This time, the Italian president of

the transport council, Mr. Claudio Signorile, will put forward a master-plan setting out a series of steps for the adoption of a series of fundamental proposals.

But the latest attempt to speed things on transport seems destined to go the way of previous attempts, despite the court's ruling. Members remain deeply divided over priorities. Put simply, one camp favours roads and the other, railways. The latest addition to the basic wrangle is an attempt to cut air fares in Europe.

There have been a series of decisions in the transport field over the past 27 years, ranging from the 1970 spy-in-the-cab agreement on tachographs to the partial agreement on maximum weights for heavy lorries reached last December. But, taken together, the sporadic agreements do not amount to a true common policy.

The original terms for a common policy leave ministers wide open to criticism for "failure to act." Unlike the much more clearly worded principles of the Common Agricultural Policy, the Treaty of Rome sets out only one or two fundamental

principles, adding a vague clause about "other appropriate provisions."

However, to most people, probably the most important and direct effect of common transport policy could be to make it cheaper to fly from Manchester to Rome or to ensure that Continental coach drivers are as wide awake as their British counterparts.

But decisions at the twice-yearly meetings of transport ministers are so rare that, at a session chaired last year by the then French Communist Minister of Transport, Mr. Charles Fiterman, he called for champagne when accord was reached. Once the euphoria had evaporated, the Fiterman package fell apart, to the dismay of those who had hailed a new dawn for EEC transport policy.

The agreement had been hammered out by the package-deal approach, in tribute to the strength of the road and rail lobbies. But that was also the reason for its failure; once it became clear there were still objections on a single element, the rest unravelled and finally disappeared. It took another three meetings to tie it together again.

Britain, along with Holland, is a keen supporter of the road lobby. Stacked up against them are France and Germany, occasionally supported by Italy. The European Commission's most recent attempts to liberalise the road haulage by the road lobby, have so far come to nothing. Germany, in particular, insists that there must be parallel progress on railways.

Now transport policy at the commission is in the hands of the former British minister, Mr. Stanley Clinton Davis, who disclosed recently that he was a "great supporter of the railways." It will be his task to see whether he can push things along for the next four years.

He is already threatening to make life difficult for ministers by withdrawing proposals to revise rules on drivers' hours and tachographs. This would effectively prevent transport ministers from adopting proposals differing from commission ones and from the hard-fought compromise worked out between road hauliers and unions.

NEWS IN BRIEF

Warning on Soviet threat

NATO's military committee yesterday announced the approval of a key planning document which foresees a possible successful Soviet conventional attack on Western Europe by the year 2000.

The Dutch General Cornelis de Jager, chairman of the committee, said that the so-called Conceptual Military Framework would be submitted to defence ministers of 14 allied countries at a two-day meeting beginning here today.

Military sources said it forecast that measures already initiated by Moscow could give it, within 15 years, the capability to launch a full attack on NATO without necessarily having to risk nuclear retaliation or full Western reinforcement.

The document, designed to guide NATO states in their long-term military planning, says weapons to strike Soviet reinforcements deep inside Eastern Europe are just as important as holding off enemy frontline forces.—Reuter.

Passport denied

SOUTH AFRICA has refused a passport to the South African Cricket Board's president, Mr. Krish Mackerdunji, to visit Australia because it fears he would give an unfavourable picture of South African sport. Both the board and the South African Cricket Union have multiracial membership, but the board argues that sporting links are impossible under apartheid.—Reuter.

Florida fires

RAINS doused brush fires throughout northern Florida yesterday but new fires flared in parched grasslands along the south-western coast. In the past four days, wind-driven fires have destroyed 150,000 acres of swamp, brush and timberland stretching from the Georgia border 350 miles south to the Everglades.—Reuter.

Unesco cuts

THE UNESCO director-general, Mr. Amadou Mahtar Mbow, said yesterday that he would have to sack or let go 300 staff members as an economy measure after the US withdrawal. Washington maintains that Unesco had an anti-Western bias, spent too much, and was poorly managed.—AP.

Parents' folly

A THREE-YEAR-OLD has died after her Melbourne parents put her on a wagon only diet for months in the belief that it would wash away a cold. Police said that the parents were followers of naturopathy and alternative medicine. Her two-year-old brother has been admitted to hospital.—Reuter.



The Pope surrounded by academics during a visit to the University of Louvain-la-Neuve

Hopes fade for UN meeting of Reagan and Gorbachev

From Michael White
in Washington

Administration officials admitted yesterday that the Soviet leader, Mr. Mikhail Gorbachev, may not even attend the September session of the UN in New York upon which they originally pinned their hopes of a meeting.

President Reagan and Mr. Gorbachev still want to hold a summit meeting, but have not agreed on a time or place, the White House spokesman, Mr. Larry Speakes, said yesterday.

One curiosity in the situation, a well-placed official pointed out yesterday, is that the Russians have never confirmed Mr. Gorbachev's intention to visit the UN beyond remarks made by the editor of Pravda on April 22.

The consensus here since Mr. George Shultz's unsatisfactory meeting with Mr. Gromyko in Vienna last week is that there has been a change of mood, either for domestic political reasons connected with Mr. Gorbachev's need to consoli-

date his authority or because the Russians are finding it advantageous to play hard to get. The talk is now of a meeting next spring at the earliest.

Given the suddenly eager nature of President Reagan's public offer of an informal get-together with Mr. Gorbachev, after avoiding the company of his three predecessors, and the belief that agreement in principle had been signalled, the Administration has been embarrassed by subsequent lack of progress.

At the Shultz-Gromyko meeting, no avenues of progress were opened either on the summit or the Geneva arms talks.

Mr. Shultz said later that the two sides could not agree on a time or place. On television here on Sunday the Defense Secretary, Mr. Caspar Weinberger, conceded that the Russians may be "backing off a little" though it was too soon to say.

According to some accounts, the summit was not even raised in Vienna while others suggest that the Russians

asked for a formal meeting later than the UN session in September or October.

It was reported last week that the Russians had rejected an informal meeting in New York, a visit to Washington after the UN, and that the US in turn has rejected an invitation to Moscow, not least on the grounds that it is America's turn to play host.

The report that the Soviets had proposed Vienna as a neutral alternative received little encouragement here and the Administration would gleefully ignore it.

But it does not rule the possibility out.

The retreat from "summit fever" here is all but completed by confirmation from a variety of sources that even if the summit were to go ahead, Mr. Reagan at that stage. Some US officials believe that the reports emanate initially from Soviet sources. Harsh exchanges over the arms control talks in Geneva have taken the bloom from hopes of a better understanding.

Russia and US to lift trade obstacles

Moscow: The United States and the Soviet Union agreed yesterday to lift some obstacles blocking better trade between them, the US Commerce Secretary, Mr. Malcolm Baldrige, said.

After two days of talks with the Foreign Trade Minister, Mr. Nikolai Patolichev, and a meeting with the Kremlin leader Mr. Mikhail Gorbachev, Mr. Baldrige summarised the accord at a news conference and said he believed trade was about to increase.

RUSSIANS, asked recently to cut back on vodka consumption, will soon have the consolation of more Pepsi-Cola as a result of a \$2 billion deal signed yesterday with the soft drinks company PepsiCo. The government last week announced drastic measures to reduce the high level of vodka consumption and drunkenness, but the availability of Pepsi, on sale here since 1972, should almost double because of the agreement.—Reuter.

Under the terms of the accord, Soviet state trading organisations will be told that Moscow wants to increase trade with the US and that no discrimination should be applied against US firms, Mr. Baldrige said. He added that the Russians denied that any discrimination took place.

The US undertakes to "attempt to see" that Soviet firms are not discriminated against, and the US administration would present legislation to Congress to eliminate a 24-year-old ban on Soviet fur imports, he said.

The two sides also agreed to start discussions this year on a shipping agreement. Trade between the two countries has fallen back in recent years following the collapse of détente talks, the first at ministerial level on trade since 1978, had not dealt with underlying US policy towards trade with the Soviet Union, which was attacked by Mr. Gorbachev in their meeting on Monday.

Mr. Gorbachev accused the United States of trying to use trade as a political lever. Soviet objections centre on a link made by Washington in the 1970s between trade terms and the emigration of Soviet Jews and on US restrictions on technology exports.

Mr. Baldrige said he noted that since a lower-level meeting in January, Soviet firms had signed contracts worth more than \$40 million with American firms.—Reuter.

Shooting at wall denied

From Anna Fontenelle
in Bonn

East Germany yesterday took the unusual step of denying the alleged shooting of a would-be border guard by the Berlin wall and said the real victims were a deer and a bear killed by a hunting party.

The denial came as the American Defense Secretary, Mr. Caspar Weinberger, after his first visit to the wall, reaffirmed the American commitment to West Berlin which, he said, would remain until peace had been finally secured.

The official East German news agency, ADN, said: "A deer and a bear had to serve as a pretext for disseminating lies around the world. The question is why those responsible in the West played along instead of finding out the facts. Such practices are not helpful for the process of détente."

ADN specified two different times that did not tally with reports Sunday night when the animals were allegedly shot but times during the course of from West Berlin residents, who said they twice heard shots some time later and saw a body covered with a blanket.

The alleged shooting by East German soldiers, according to the ADN account, would have taken place in a populated area inside East Germany.

The reported border incident brought protests from the Western allies.

BOOK A RETURN TRIP...

IN THE SEALINK
Continental
FREE-FOR-ALL

**...GET ANOTHER
FREE**

**SEALINK BRITISH
FERRIES**
Changing for the better—Full Speed Ahead.

600 released to be kept under surveillance

Freed Palestinians could be detained again, Israel warns

From Ian Black in Jerusalem

Angry controversy over Monday's huge prisoner exchange between Israel and the Palestinians raged here yesterday as demands for the release of Jewish hostages threatened to undermine the fragile coalition government of Mr Shimon Peres.

The long operation was finally completed just after 5 am when the three Israeli soldiers captured during the war in Lebanon flew home from Geneva. They were swapped for 1,150 Palestinian and other prisoners, many of them convicted murderers serving life sentences for terrorist crimes.

The Defence Minister, Mr Yitzhak Rabin, warned later that if Palestinian guerrilla groups kidnapped Israeli soldiers or civilians in an effort to bargain again for the release of more prisoners, all those freed on Monday and still in Israeli-controlled areas would be detained again.

Defence sources indicated that the 600 men released in their homes in the occupied West Bank and Gaza Strip, and

in Israel proper, would be kept under close surveillance.

Mr Rabin admitted that there had been a "great difficulty" for Israel in dealing with the Popular Front for the Liberation of Palestine-General Command, the small Syrian-backed group that had conducted negotiations for the exchange through the International Red Cross.

Leader comment, page 12

But he repeated that the Government — which voted unanimously last month to approve the terms of the exchange — had been guided by "the supreme value of moral responsibility for the fate of every soldier". The negotiations that led to the swap were done under the previous Likud government of Mr Menachem Begin.

Mr Begin broke his usual silence yesterday to say that no connection should be made between the exchange and the case of the 25 members of the Jewish terrorist underground group either accused or already convicted of attacks on Palestinians in the occupied territories.

But the present Likud leader and foreign Minister, Mr Yitzhak Shamir, said that legal ways should be found to release and pardon the Israelis. Mr Ariel Sharon, Minister of Industry, agreed and said he was prepared for a coalition crisis over the issue.

Mr Yossi Sarid, the leftwing Opposition MP, said that Mr Shamir's statement was shocking, because he did not know the difference between right and wrong. "Are we to sanction political murder?" Mr Sarid asked. "We might just as well release rapists and thieves," another Knesset member said.

Militant settlers who support the underground group bitterly condemned the prisoner exchange and one of the defendants in the case said in Jerusalem District Court that there was no point in continuing the trial. Early yesterday settlers opened fire on a crowd of Palestinians celebrating the return of prisoners to the West Bank town of Hebron.

The wives and mothers of 15 of the underground defendants began a hunger strike outside the Knesset. "Now they have liberated over 1,000 Arab murderers, it's impossible that our



Hezi Shai (left) a tank commander released yesterday is greeted by Mr Rabin

boys, who worked for the good of this country, should stay in prison," one mother said. "It's just not moral." Mrs Doris Rosenfeld, whose husband was murdered near Bethlehem three years ago, said that she did not condone the activities of the underground, but could not accept the release of the Palestinians. "It's terrible," she said,

"there's no justice here, and before the Israeli government makes decisions like this they should stop and think about how people like me are affected by it. I don't know how to explain to my boys that the terrorist that killed their father is walking around free today." Ali Murad Buchnak, nephew of Ahmed Jibril, leader of the

PLFP-GC, struck a chillingly accurate note in an interview with an Israeli newspaper conducted before his release on Monday: "I'm not an enemy — and I'm not a friend," the Palestinian said. "In Middle East politics, only interests come into play. We are distanced from one another by a thousand years of darkness and wars."

Request Kreisky to return calls off prisoner tour

From Robert Whyman in Tokyo

JAPAN will seek the extradition of a Japanese Red Army commando, Koze Okamoto, who was freed from an Israeli prison where he was serving a life sentence, the authorities said yesterday.

Following a Cabinet meeting in Tokyo, the Justice Minister, Mr Hitoshi Shimazaki, said that steps would be taken to return Okamoto to Japan where he would still be liable to be tried for the massacre at Tel Aviv's Lod airport in 1972.

"Article five of the penal code stipulates that even if someone is punished overseas, he is still liable to be punished in Japan," Mr Shimazaki said.

Okamoto, aged 37, was among a group of guerrilla prisoners freed by the Israeli government and exchanged for three Israeli soldiers. Okamoto and the Palestinian prisoners left Geneva early yesterday.

Meanwhile, Japan's Foreign Minister, Mr Shintaro Abe, said that if Okamoto's whereabouts could be confirmed, the Government would consider steps to seek his extradition.

The Israeli government freed Okamoto, knowing that he could be prosecuted under Japanese law.

Vienna: The former Chancellor, Dr Bruno Kreisky, the initiator of Monday's Middle East prisoner exchange, yesterday called off a trip to Israel, because of fears of trouble there over the release of convicted pro-Palestinian guerrillas.

"My friends in Israel called me to suggest I postpone my lecture tour, because they feared trouble over my role in the prisoner exchange," Dr Kreisky told a news conference.

He said it was feared that he would be held responsible for the inclusion of guerrillas convicted in Israel of murder and other crimes among the 1,150, mostly Palestinian and Lebanese prisoners exchanged for three Israeli soldiers.

Dr Kreisky said he had not been involved in compiling the list of those to be freed. He had only initiated the exchange negotiations, and had never acted as a mediator.

Dr Kreisky, of Jewish origin but critic of Israel's policy towards the Palestinians, said he had been invited to Israel by the International Centre for Peace in the Middle East.

He had also accepted invitations to lecture at Tel Aviv and Jerusalem universities, and had planned to speak at the Palestinian University, in Ramallah, considered a centre of Palestinian nationalism. — Reuters.

Gadafy's new unity move gets nowhere

From Kathryn Davies in Cairo

A Libyan envoy, sent by Colonel Gadafy to propose a union between Libya, Egypt and Sudan, left Cairo yesterday for London, after the apparent failure of his mission.

Mr Ahmed Gadafy, said by Libyan critics in Cairo to be Colonel Gadafy's cousin, arrived in the Egyptian capital at the weekend in a private aircraft and stayed at an airport hotel. According to Arab diplomats, his visit was arranged by Mr Ashraf Marwan, a London-based Egyptian businessman, who also has interests in Libya. Mr Marwan married one of the daughters of the late President Nasser.

President Mubarak refused to see Mr Gadafy, but diplomats say the envoy held a meeting with the head of Egyptian intelligence, and passed on a list of proposals from the Libyan leader, including a repetition of the call for unity between their two countries and Sudan.

The Libyans also offered to reduce the size of their armed forces along Libya's border with Egypt, in return for the Egyptians agreeing to freeze their peace treaty with Israel and the Camp David accords of 1978.

The Egyptians are thought likely to reject Colonel Gadafy's offer, as they did a previous Libyan attempt to

persuade them to abandon Camp David.

Mr Ahmed Gadafy was also sent to Cairo last July to offer President Mubarak \$5,000 million in return for cooling relations with Israel and the return of a Libyan pilot who defected to Egypt in a MIG23 fighter.

Egypt also accused Libya of planting mines in the Red Sea and the Gulf of Suez, which damaged a number of ships last summer. Diplomats note that previous Libyan overtures to Cairo have usually heralded a fresh round of verbal hostilities between the two countries, and relations have been recriminatory since their brief border war of 1977.

Mr Gadafy's latest arrival in Cairo coincided with the surprise visit to Khartoum of the Libyan leader himself, who adopted an uncompromising tone towards Sudan's northern neighbour.

In his four hours of talks with General Abdul Rahman Swaredidhab, who led the recent coup against President Numeiry, Colonel Gadafy called on all Arab armies "to join the masses and oust reactionary regimes."

In a brief visit to Saudi Arabia, also at the weekend, Colonel Gadafy was quoted by Libyan radio as denouncing President Mubarak and King Hussein of Jordan as "enemies of God and agents of Zionism."

Civilians flee Amal onslaught

Beirut: Men, women and children fled fighting around three Palestinian camps in south Beirut yesterday as Shi'ite Muslim militiamen tried to flush out Palestinian guerrillas entrenched inside.

Black-scarved gunners of the Shi'ite Amal militia raked the Sabra and Chatila camps with fire from anti-aircraft guns and poured thousands of rifle rounds into Bourj al-Baraneh, sending Palestinian civilians running from the camps to safety.

Militiamen wearing green Islamic headbands fired occasional bursts from heavy machineguns at Palestinian positions as the Palestinians fought back with rifles and rocket-propelled grenades.

Security sources said an estimated 100 people had been killed and 500 wounded since the fighting erupted on Sunday night. A survey of hospitals put the toll at 70 dead and 400 wounded.

"They are surrounding Chatila. Half of it has fallen," a student who fled the camp said. Amal had taken prisoners.

"Amal is trying to push the Palestinians out and take their weapons," a Lebanese army officer near the entrance to Sabra and Chatila said. "We (the army) are here for security."

The International Red Cross and Lebanese Red Cross appealed for a halt in the fighting so that wounded inside the camps could be tended. — Reuters.

Hussein will meet Thatcher

Cairo: King Hussein of Jordan left for London yesterday after talks with President Hosni Mubarak on ways to solve the problem of Palestinian representation at Middle East peace negotiations.

Jordanian officials in Amman said that King Hussein would see Mrs Thatcher before going on to Washington for a meeting with President Reagan on May 29.

In London, a spokesman for Mrs Thatcher said King Hussein would not see her until after his visit to Washington. But the king would stop in Britain this week on a private visit and would meet the Foreign Secretary, Sir Geoffrey Howe.

King Hussein and the PLO leader, Mr Yasser Arafat, agreed in February to work jointly for Middle East peace.

Egypt, which in 1979 became the only Arab country to sign a peace treaty with Israel, later suggested talks between the United States and a joint Jordanian-Palestinian team before formal negotiations with Israel.

King Hussein has been seeking Palestinian negotiators acceptable to Washington and Israel, which refuse to negotiate with the PLO unless it recognises Israel's right to exist.

King Hussein was quoted on Monday in a Kuwait newspaper as saying that most Arab states would backed his accord with the PLO and that he was seeking a full peace settlement, restoring to Arabs all Israeli-occupied territory. — Reuters.

THE BRITISH SCHOOL OF MOTORING

and

THE BRITISH BROADCASTING CORPORATION

The BBC is expected to transmit on BBC1 very shortly a programme criticising BSM which is likely to contain serious allegations against BSM. The BBC has invited BSM to participate in the programme on the following conditions:-

1. The BBC is not prepared to specify any of the particular allegations or criticisms which will be made of BSM in the forthcoming programme sufficiently to give BSM an opportunity to investigate this matter.
 2. The BBC is not prepared to tell BSM the identity of the other persons who will be participating in the programme.
 3. The BBC is not prepared to state the estimated duration of the programme or to make any commitment about allowing BSM equal time in the programme to reply to criticisms made about BSM.
 4. The BBC is not prepared to conduct a live interview with a BSM representative.
 5. The BBC will not agree to broadcast a filmed interview unedited.
- For obvious reasons these conditions imposed by the BBC are totally unacceptable and grossly unfair.

In addition it should be noted that the BBC has carried out investigations concerning BSM for the past three and a half months, but at no stage in those investigations did the BBC contact BSM to seek to establish the systems and methods operated by BSM.

Unlike commercial Television which is governed by the Broadcasting Act and the strict guidelines of the I.B.A. the BBC appear to operate under conditions which deny the victims of their "trials by television" an adequate opportunity to defend themselves against attacks which will be seen by millions of people all over the country.

The British School of Motoring Ltd.
81-87 Hartfield Road,
London SW19.

ATELEPHONE IN YOUR CAR FOR AROUND £2 A DAY
FOR DETAILS RING 01-200 0200
GRANADAPHONE
GRANADA MOBILE TELEPHONES
A division of Granada TV Group

NOW WITH FUEL INJECTION

**The 1985 Sierra 2.0iS.
115 PS · 118mph · 0-60, 9.4secs.[†]**

Sierras get better and better. Over the last year we've invested in four new engines for the Sierra family.

First there was a lively new 1600 which was more efficient than ever.

Then came a new 1.8 engine which gave noticeably more performance without any increase in taxation.

Next up, a much refined 2.0 for those who wanted even more verve.

And now here's the sport version. A fuel injected 2 litre with the world's most powerful electronic engine management computer controlling its fuel and ignition systems.

It develops 115 PS – enough to propel you from 0-60 mph in only 9.4 seconds[†] and give you a maximum speed of 118 mph[†] – something we only mention to illustrate how much performance you have in reserve for overtaking safely at legal speeds.

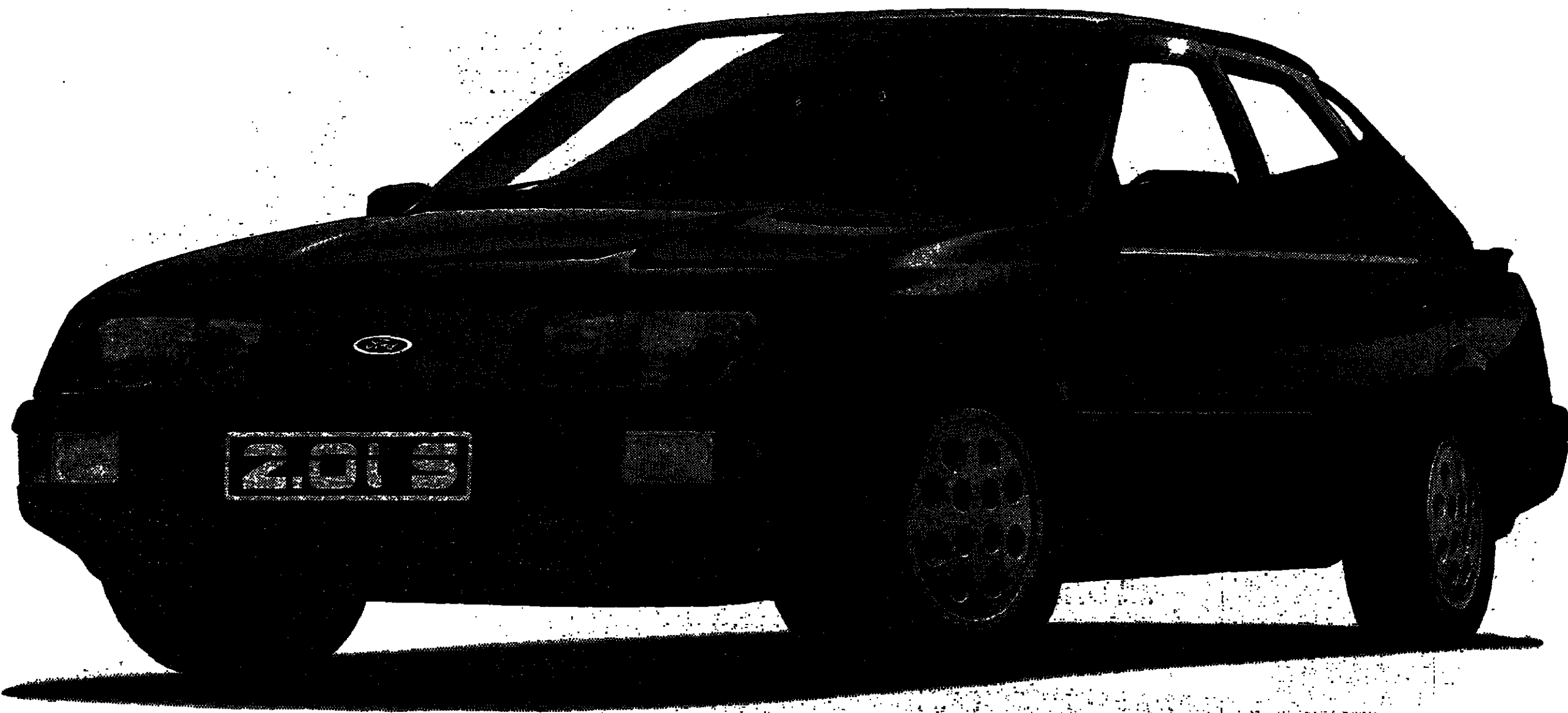
So how have we developed the rest of the car? Since this new engine will no doubt appeal to enthusiastic drivers, we've given the Sierra 2.0iS rather tauter suspension with gas filled dampers and variable rate rear springs.

And we've fitted it with stylish wheel trims and low profile, high performance tyres. You also get integral driving and fog lamps, bodyside mouldings and spoilers which give you arrow straight stability at speed.

And a special two tone paint treatment accentuates the purposeful appearance of the car. Inside you'll find a smaller sports-style steering wheel, a tachometer naturally, and deeply contoured sports seats.

Come and see the latest Sierra at your Ford dealer soon. Prices start at £8276*. Not a bad power to pound ratio.

[†]Ford computed figures. *Maximum price excluding delivery and number plates, correct at time of going to press.



NOW WITH FOUR WHEEL DRIVE

**The 1985 Sierra XR4x4.
150 PS · 130 mph · 0-60, 8.1 secs.[†]**

This exciting new Sierra is the latest brainchild of Ford's Special Vehicle Engineering Group. The new 150 PS, fuel injected, 2.8 litre Sierra XR4x4.

Its overall performance is even more spectacular than the XR4i which it replaces. Because it has four wheel drive.

Our system, which is closely related to the four wheel drive in our latest rally prototype, is rather more advanced than most.

Instead of splitting the power fifty/fifty between the front and back wheels, which can lead to rather unpredictable handling, it distributes 34% to the front and 66% to the back.

The benefit is that the XR4x4 handles consistently like a high powered, rear wheel drive machine. That is the setup most sporting drivers prefer because it's so controllable.

On very slippery roads Ford's four wheel drive has another advantage.

Imagine you had to climb a steep snow covered hill. With a conventional system you would probably have to engage a differential lock to maintain traction on all four wheels.

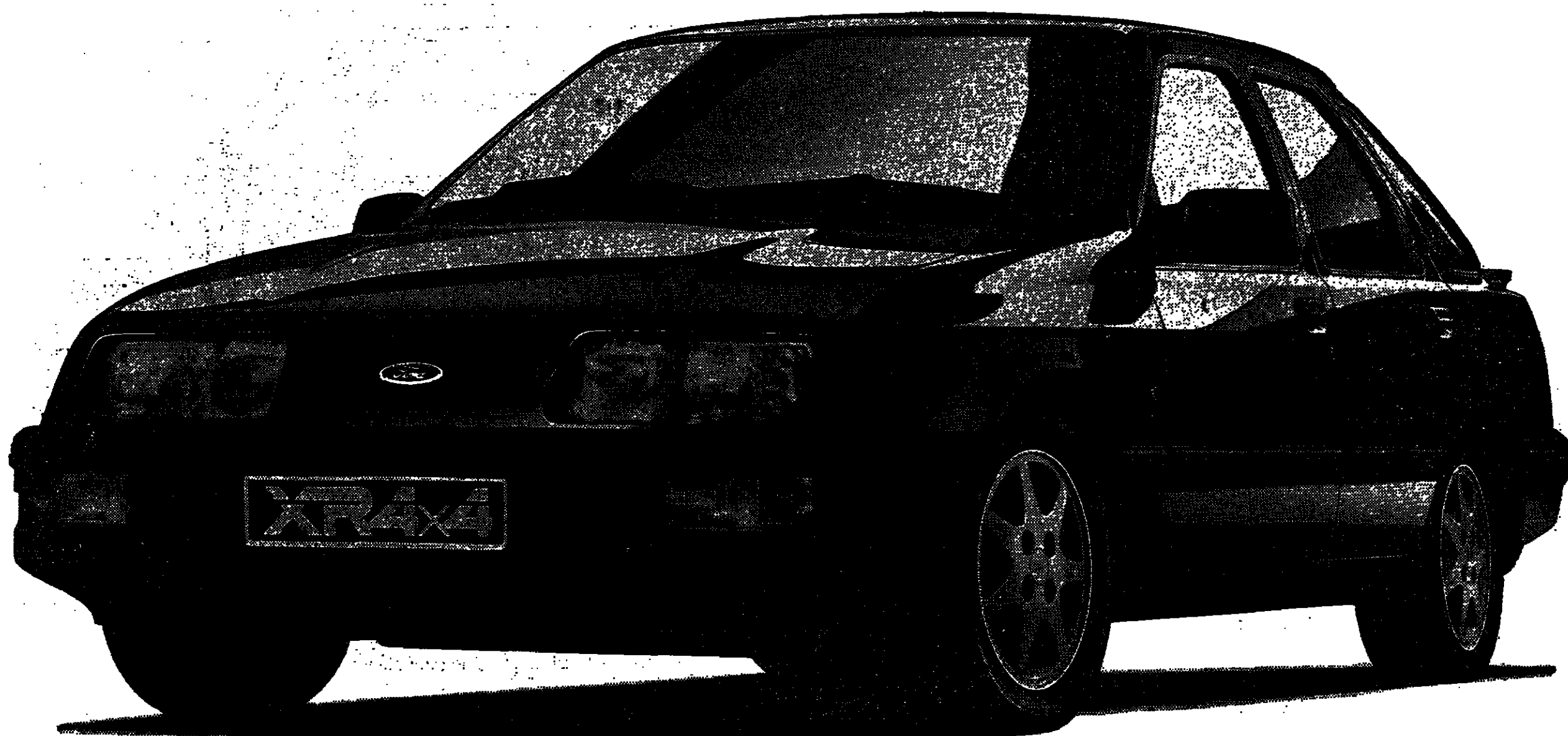
In the XR4x4 you don't need one. Because its two revolutionary fluid driven, limited slip differentials can sense when any one wheel is spinning and automatically adjust the power delivery to the other three wheels to keep you going.

No wonder road testers have greeted the XR4x4 with such enthusiasm.

We think you will too. For even with electric windows, a sunroof, central locking, variable rate power steering and disc brakes all round the new car still costs only £11,500*.

But then value for money has always been one of Ford's virtues.

[†]Ford computed figures. *Maximum price excluding delivery and number plates, correct at time of going to press.



Have you driven a Sierra lately?



Jayewardene is advised to negotiate with New Delhi

Sri Lanka's religious leaders seek end to crisis

From David Pallister in Colombo

A leader of Sri Lanka's Buddhist clergy has taken a political initiative to solve the growing communal violence by advising President Jayewardene to open negotiations with the Indian Government and the Tamil separatist leaders based in Madras.

The proposals, from the Venerable Palipane Chandananda, who is based at the Temple of the Tooth in Kandy — one of the island's holiest sites — will be discussed at a meeting of religious leaders in the President's cabinet office in Colombo today.

They were first put to a conference of opposition party

Battisloa: Troops and police stepped up their search yesterday for guerrillas responsible for alleged fresh attacks in which at least seven security men were said to have been killed. Soldiers at a road block outside Polonnaruwa, in North-Central Province, said that troops and police commandos of the Special Task Force had launched combined operations after two policemen were killed on Sunday night at a nearby bridge. — Reuter.

leaders in Kandy at the weekend, but the details were made public only yesterday. The monk — the equivalent of an archbishop — also suggested that the Government take the small opposition parties into its confidence and work out a common programme — in effect a government of national unity.

This is a significant realignment of Buddhist sentiment, and may signal a breakthrough in the deadlock between the increasingly bold Tamil guerrilla groups and the Government's security forces.

For the past 20 years, the 12,000 Buddhist clergy have been at the forefront of the movement to keep the Sri Lanka state dominated by Sinhalese-Buddhist nationalism. They

were instrumental in encouraging the introduction of Sinhalese as the official language in 1956, a policy which marked the first outbreak of ethnic conflict.

About 75 per cent of the 15 million Sri Lankans are Sinhalese Buddhists, the vast majority of whom endorse the concept of a unitary state. But after the massacre of 146 civilians in Anuradhapura last week, many Sinhalese at all levels have been voicing dissatisfaction with the Government's apparent paralysis in dealing with the crisis.

However, the 78-year-old President will not find it easy to acquiesce to the clergy's advice. The Government has made it clear that it will not talk to the terrorist leaders unless they have renounced violence, laid down their arms, and abandoned their demands for a separate Tamil state in the northern and eastern provinces.

Relations with India are also strained, as the Delhi Government continues to turn a blind eye to the Tamil training camps and guerrilla headquarters in the southern state of Tamil Nadu, 20 miles from Sri Lanka across the Palk Strait.

Last month, when Mrs Thatcher visited the country, the President chose publicly to criticise India for giving succour to the guerrillas.

Mr Gandhi has let it be known that he has a series of demands to be met before he is prepared even to admit the presence of Tamil camps on Indian soil. The principal one is that Sri Lanka must adopt a foreign policy of nonalignment, which would mean a shift away from present close relations with the United States.

The thorniest problem is the reopening of negotiations with the Tamils. The Government will have to devise some form of regional autonomy that will distance the hardline secessionists from the moderates, who are still prepared to talk of something less than a separate state.

The question remains whether the bitterness and the strife have gone so far that that sort of agreement.

Sikhs 'planned to kill minister'

From Eric Silver in New Delhi

Sikhs accused of planting bombs which killed 45 civilians in Delhi were alleged yesterday to have planned to assassinate leading politicians of the ruling Congress (I) party.

This was disclosed in a New Delhi magistrates' court when seven young men arrested on Monday were remanded in custody till next Monday. They are charged with sedition, which is punishable with death or imprisonment for life.

One of the accused, Kulbir Singh, 25, was said to have named Mr H. K. L. Bhagat, Parliamentary Affairs Minister in Mr Rajiv Gandhi's Cabinet, and Mr Jagdish Tytler, a Congress MP for a Delhi constituency, as prime targets. A report published by two civil rights groups implicated both of them in the killing of Sikhs which followed Mrs Gandhi's murder.

Police sources said yesterday that the Delhi bombs and the assassination plot were part of a revenge campaign for Operation Blue Star, the storming of the Golden Temple, last June, and for the November riots. They added that a number of women suspected of helping to plant booby-trapped transistor radios were expected to be arrested soon.

The Government's anti-terrorism law completed its passage through Parliament last night. The Home Minister, Mr S. B. Chavan, assured the Upper House that the measure, which also bans "disruptive activities", would not be used against "genuine" political and trade union activity.

Mr Chavan declined, however, to guarantee that it would not be used against political activists if they indulged in activities

Colony's liaison group named

Peking: China and Britain said yesterday that they would put the seal on their agreement for Hong Kong's switch to Chinese rule in 1997 this month and announced the members of a joint liaison group to oversee the changeover.

At a ceremony in Peking next Monday the two sides will exchange ratification documents on the declaration signed by Mrs Thatcher and Premier Zhao Ziyang last December.

"This brings to an end a long phase which started in September 1984," when Mrs Thatcher's visit to Peking initiated the negotiations, a British embassy spokesman said.

Britain side-stepped a deadlock with Peking over the inclusion of a Hong Kong Chinese representative on the liaison group by granting full British citizenship to Mr Eric Ho, the territory's Secretary for Trade and Industry. He already holds a British Dependent Territories passport.

Diplomats in London said reactions in Hong Kong to citizenship for Mr Ho would be mixed. On the one hand it would be welcomed as evidence of Hong Kong representation on the group. On the other it could be seen as precedent-setting political expediency by those who oppose Hong Kong's status as a separate territory under the General Agreement on Tariffs and Trade and the Multilateral Arrangement, the spokesman said.

The report, to be presented to the H-O annual conference here next month, says that the apparatus of apartheid, while less overtly racist than in earlier years, is being used to intimidate black unions and add to the misery of the recession.

It says that unemployment has gone up because of a falling rate, coupled with a 12.5 per cent inflation rate. Pretoria, faced by an external debt of \$14.8 billion, has also increased taxation from 8 billion rand in 1979 to 23 billion rand in 1984.

This has hurt black workers, it says: "In practice, black workers are forced to make that, for them, are very significant contributions to the maintenance of the apartheid system which, in turn, refuses them a voice in the shaping of financial and economic policies."

The report estimates that real incomes fell last year by 4 per cent, and that this prompted a surge in strikes and black membership of unions.

The Government has responded by using apartheid to try to crush unions, the report adds. Unionists have been arrested, meetings have been banned, and the Trespass Act has been used to prevent strikes.

The ILO says that the black "homelands" continue to supply white South Africa with cheap labour.



A Kanak militant in New Caledonia breaks a gun seized from Melanesians taken hostage on a farm owned by Europeans. The hostages were later freed. France promoted to ministerial rank its special envoy, Mr Edgard Pisani.

Blacks hit by slump

From Iain Guest in Geneva

South Africa's black labour force is suffering from a 25 per cent unemployment rate, falling incomes, and increased taxation, according to a new report by the International Labour Organisation.

The report, to be presented to the ILO annual conference here next month, says that the apparatus of apartheid, while less overtly racist than in earlier years, is being used to intimidate black unions and add to the misery of the recession.

It says that unemployment has gone up because of a falling rate, coupled with a 12.5 per cent inflation rate. Pretoria, faced by an external debt of \$14.8 billion, has also increased taxation from 8 billion rand in 1979 to 23 billion rand in 1984.

This has hurt black workers, it says: "In practice, black workers are forced to make that, for them, are very significant contributions to the maintenance of the apartheid system which, in turn, refuses them a voice in the shaping of financial and economic policies."

The report estimates that real incomes fell last year by 4 per cent, and that this prompted a surge in strikes and black membership of unions.

The Government has responded by using apartheid to try to crush unions, the report adds. Unionists have been arrested, meetings have been banned, and the Trespass Act has been used to prevent strikes.

The ILO says that the black "homelands" continue to supply white South Africa with cheap labour.

Multi-race party ban to be lifted

From Patrick Laurence in Johannesburg

The South African Government is to repeal the law banning one race from "interfering" in the political affairs of another, a well-placed government source confirmed yesterday. A formal announcement of the move is expected today.

He was commenting on a report in the influential Afrikaans newspaper, Die Burger, quoting the leader of the Coloured Labour Party, the Rev. Allan Hendrickse, as telling a political meeting of Monday that the law was "to be abolished."

The source said: "A decision has been taken by the Cabinet. The Rev. Hendrickse is a member of the Cabinet."

Mr Chris Hennis, Minister of Constitutional Development and Planning, is expected to announce in Parliament today that the law is to be repealed. This comes only a month after the government's decision to scrap the law prohibiting marriage and sex between different races.

Like the sex law repeal, the abolition of the law banning multi-racial parties will help give credibility to the new three-race Parliament for whites, coloureds and Indians as an instrument of reform.

It will also lend weight to Mr Hendrickse's argument that more can be gained by pressing for reform from within government-approved institutions than by boycotting them.

The decision may help remaining councillors in black townships in their battle against apartheid and sometimes murderous pressure to resign.

The repeal of the Prohibition of Political Interference Act was foreshadowed last year when Mr Hendrickse's Labour Party openly defied it by campaigning for election to the Indian chamber of the new tricameral Parliament, a nominally Coloured party, it land," it added.

Refugees returning home

Nairobi: Thousands of Ethiopians are heading home from Sudan, despite concern among relief workers about the ability of the sick, women, and children to withstand the trek, the United Nations said yesterday.

Up to 35,000 refugees left camps to walk back to Tigre their home province, "because they have heard that rains have arrived, and they need to plant their fields," a statement from the office of the UN High Commissioner for Refugees said. Otherwise, the refugees say, "they will be stranded in Sudan indefinitely."

Some of the refugees appeared to have little knowledge of conditions in Tigre, but many were returning anyway.

Those who are sick and those with young children are urged by health workers to reconsider their decision, but to little effect, the statement said.

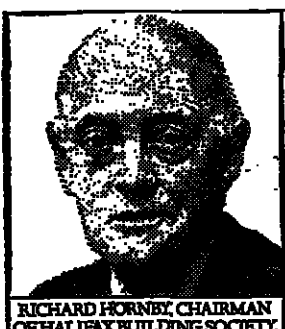
Ethiopia's Relief and Rehabilitation Commission said it would set up camps to receive the Tigreans near the border, and appealed for seeds and tools to help them grow crops to break dependency on food aid.

The UN statement said: "The outlook for many of the returnees is not good, and refugee leaders are reserved about their ability to provide enough food for dependents once back in Ethiopia."

Relief workers in Ethiopia say there is a shortage of lorries to take food and other aid supplies to relief centres in the northern highlands and plateaus.

Sudan contains a million refugees, 300,000 of them Ethiopians who crossed the border in the last six months to flee famine and fighting between rebels and the army. — Reuter.

The Halifax — now serving a third of the country's homes.



RICHARD HORNE, CHAIRMAN OF HALIFAX BUILDING SOCIETY

MOST SUCCESSFUL YEAR EVER FOR THE HALIFAX IN 1984

LENDING BROKE ALL RECORDS — UP 43% TO £5,350 MILLION

RECORD INVESTMENT INFLOW — UP 37% TO £3,510 MILLION

ASSETS NOW EXCEED £20 BILLION — GROWTH OF 22.1%

"We achieved our aim of bringing mortgage rationing to an end for members."

Speaking to members at the Society's Annual General Meeting held on 20th May 1985, the Chairman drew attention to the following:

Growth and Lending

□ Growth and size are not ends in themselves. They are simply a result of meeting our members' needs in the savings and lending markets.

□ The number of new mortgages granted rose by 32% to 246,000 and we arranged a further 108,000 loans for improvements and repairs. Of the new loans 115,000, or nearly half, went to first-time buyers and over 30,000 were on new houses.

Interest Rates & Savings

□ We can only meet the mortgage demand if we can offer competitive rates to our investors.

□ The savings market is now very competitive indeed, and our investing members rightly demand as good a return as they can obtain elsewhere.

Our savers also understand that as well as their interests we also have to consider the position of borrowers, whose anxiety is heightened by frequent changes in their outgoings.

We will reduce our rates as soon as competition for investment funds allows us to do so.

□ We see Cardcash as the main account of the future for meeting day-to-day needs.

Administration

□ We have made a large investment in computers and communication systems and our staff productivity has increased by 41% over the past 5 years.

□ The Society now has 695 branches throughout the country — more than any other building society — and 2,400 agencies. And with over 300 Cardcash machines, no investor need be far from a Halifax outlet — even late at night or at weekends.

Prospects for 1985-86

□ Our policy will be one of maintaining a steady and reliable source of mortgage funds at the lowest cost we can manage. Our lending this year may well be about the same as last year — something around £5,000m. Our new attractive savings schemes should bring in the money we need.

□ Members' support in 1984 was a vote of confidence in the future of the Halifax.

HALIFAX

The world's No.1 building society.

Hawke bid to stop state strife

From Richard Yallop, in Melbourne

The Federal Government last night introduced legislation aimed at ending the long-running industrial strife in Queensland, which has led to the cutting off of electricity, the dismissal of power workers, and the blockade of the state by unions.

The legislation, introduced by the Industrial Relations Minister, Mr Ralph Willis, will bring Queensland power workers under federal jurisdiction. The federal conciliation and arbitration commission would then determine conditions of employment in the state electricity industry, paying the way for the reinstatement of 800 workers dismissed by the Queensland Government of Sir John Bjelke Petersen.

"We haven't been anxious to override state rights, but we were left with no alternative but to clear up the hell of a mess that Sir John has created," Mr Willis said.

The Queensland Premier said he would fight the new legislation in the High Court.

The dispute stems from a strike by electricity workers in February in protest at the use of non-union labour in the state-run electricity industry.

Meanwhile, Brisbane, the Queensland capital, was the scene yesterday of protests by women's groups angry over police raids on abortion clinics on Monday. Television crews filmed the policemen searching for foetuses in clinic drains, and distraught women covering their faces as they fled.

Under Queensland law, abortion is illegal unless done in life-saving, or other exceptional circumstances. The police took away 47,000 medical histories from the clinics, which the state justice minister described yesterday as "factories." Two doctors have been charged, but no women will be prosecuted.

The police earn a lot more than you think.



Being one of London's police officers is more demanding and more dangerous than most jobs.

Understandably, it pays better, too. If you come in at our minimum age, 18, you'll start on £8,556, including London allowances.

If you're over 22, your added maturity will be of more use to us. So you'll start on more, £10,290.

On top of this, you're entitled to a tax-paid rent allowance of up to £2,433, depending on where you live, or free accommodation.

Promotion to Sergeant brings with it a basic salary of £12,552, rising to £14,130. Promotion to Inspector can earn you £14,790, rising to £16,461.

However, you've got plenty of intensive training, a couple of stiff exams and a lot of experience to gain before you get that far.

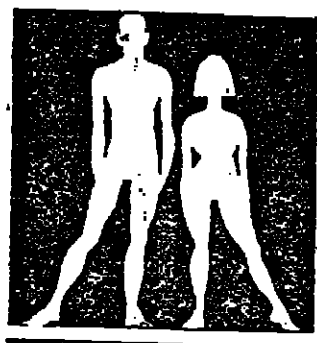
To apply, you will have to be at least 172cms tall if you're a man, or 168cms for a woman. Ideally, you should have at least five good 'O' levels, plus all the personal qualities that go to make a good police officer.

Finally, despite what we've said so far, we don't want to hear from anyone who's just interested in the salary.

The real rewards of being a police officer, at any level, aren't the sort you can put in the bank.

AND A VERY GOOD SALARY. FOR MORE INFORMATION CONTACT THE APPOINTMENTS OFFICER, CAREERS INFORMATION CENTRE, DEPT. MD 970, NEW SCOTLAND YARD, LONDON SW1H 0BG. OR PHONE 01-725 4575.

صبرنا من الأهل



BODY AND SOUL

Rockets from space

Report for the Department of Zoology, Central University of the Betelgeusian System, From Terra Expeditionary H.Q.

My dear Colleagues,
As you will know by now, it has proved necessary to divide up the work of studying intelligent life on this planet because of the number of species involved. This awkward situation (which led for a time to a certain amount of interdisciplinary friction) has now been amicably settled. My sociological colleagues are conducting the main inquiry, and their report will go to their own department. It will deal with the two dominant groups of intelligent species found here, which are of course aquatic.

I am quite satisfied with this arrangement. Undoubtedly, both the large, multi-segmented cephalopods and the even larger, air-breathing vertebrates which have been found here are fully rational. They deserve to share the first place in our study. Nevertheless, I would myself still want to urge, as I have repeatedly done on our own planets, that land animals should not be entirely left out of this kind of inquiry. By excluding them, we are left with too narrow an idea of what 'rationality' is.

The reactions of non-zoological colleagues who have sometimes accompanied me on field trips here have taught me a great deal about the prejudices which exist on this topic. These colleagues tend to remark that the creatures I am studying do indeed communicate a great deal, but often seem not to be saying very much. Similarly, these creatures make a variety of artifacts, but some of these do not appear to be useful or beautiful at all, while others frustrate each other's use, and some are entirely destructive.

The principle of parsimony (my colleagues add) surely forbids us to posit anything more at work here than social instinct, an elaborate system of conditioning, and a rather unfortunate manual dexterity. Now in answering this point I am very anxious not to appear extreme and paradoxical. I fully concede that land animals cannot actually be expected to show true self-awareness, because they lack the needed suppleness of body and sense of continuity with the world around them. They are too cut off from their own bodies, too isolated and ignorant about the self, to have any chance of grasping properly the ways in which they differ from it and the ways in which they form part of it.

They are continually forced into making crude contrasts and abstractions. Their stiff and awkward mode of progression inevitably absorbs too much of their attention, and drives them into an over-laborious concentration on obstacles and dialectical conflicts. They tend to take opposition for granted, and to devote what ingenuity they have to carrying on a conflict, rather than to trying to uproot it altogether.

Since the ingenuity of the land bipeds is chiefly studying is actually considerable, this does often produce a wasteful and confused chaos of projects, and at times a bizarrely conflict-ridden society. So much of what they do is indeed very irrational. In spite of this, I do not think that this frequent failure ought to be taken as excluding them altogether from the pale of rationality. Nor therefore — according to a prevalent moral approach — should it be taken as finally proving that they have no rights. The aged conversations we have collected, although certainly at a first hearing often either repellent or apparently quite senseless, show on a more attentive interpretation genuine unease and a distinct sense of the difficulties under which they labour. They certainly have decision-making procedures which would be unduly reduced to dismiss as merely conditioned ritual exchanges.

And one thing has struck as peculiarly significant. We were often able to collect specially meaningful conversations, like by an unusual degree of awareness, when we took our tape-recorders to places where they were drinking liquids. Does not this power of responding intellectually to the true life-supplying element seem to indicate, at a deep level, a buried capacity for greater rationality? It would, I am sure, be a loss to science — possibly even to civilisation — if this query were dismissed as merely the speculation of one who is, confessedly, a notorious crank.

Mary Midgley

Old people should be encouraged to lead lives that are creative, adventurous and, above all, uncluttered by over-indulgent social workers. David Hencke completes his series on the care of the elderly with an examination of the rationale behind one city's solution to the problem

Don't let them be bored to death

ON the wall of the office of Paul Ferrari, general manager of Ecclesfield Support Unit just outside Sheffield, are pictures of an elderly lady in a motor racing car. They are the mementoes of a visit to Castle Donington racing circuit on a day when the lady, well past retirement age, fulfilled a life-long ambition. She did a "ton" in a racing car.

The pictures are symbolic of a new approach to looking after elderly people now being pioneered in Sheffield and a handful of other local authorities. Instead of spending their later years in the sometimes drab and organised routine of an old people's home, they are encouraged to remain in the familiar surroundings of their own home, but able to draw on the support of new community units for meals and activities.

Ecclesfield Support Unit, a new centre built in a village community on the outskirts of the city, is the first of six units planned for Sheffield. It is built on a site designated for an old people's home in a city which up to now has been adopting more traditional approaches to the care of elderly people.

The philosophy behind the Ecclesfield development may seem just plain common sense to most people, but when it was opened, it was hailed by researchers at Sheffield University as "an exciting and radical development".

It was then believed to be the centre which would provide a full substitute for residential care by replacing both a residential home and reliance on relatives, usually older women, to look after elderly people. It was also firmly against the idea of a paternalistic or patronising approach by social workers and other professionals.

A paper by Alan Walker and Hazel Qureshi at Sheffield University, written with Robert Macdonald, the social worker in charge of the unit, said that old age should be seen as "potentially enjoyable, useful and creative, even when ill health and disability are present. This is a tall order given the prevailing negative view of old age."

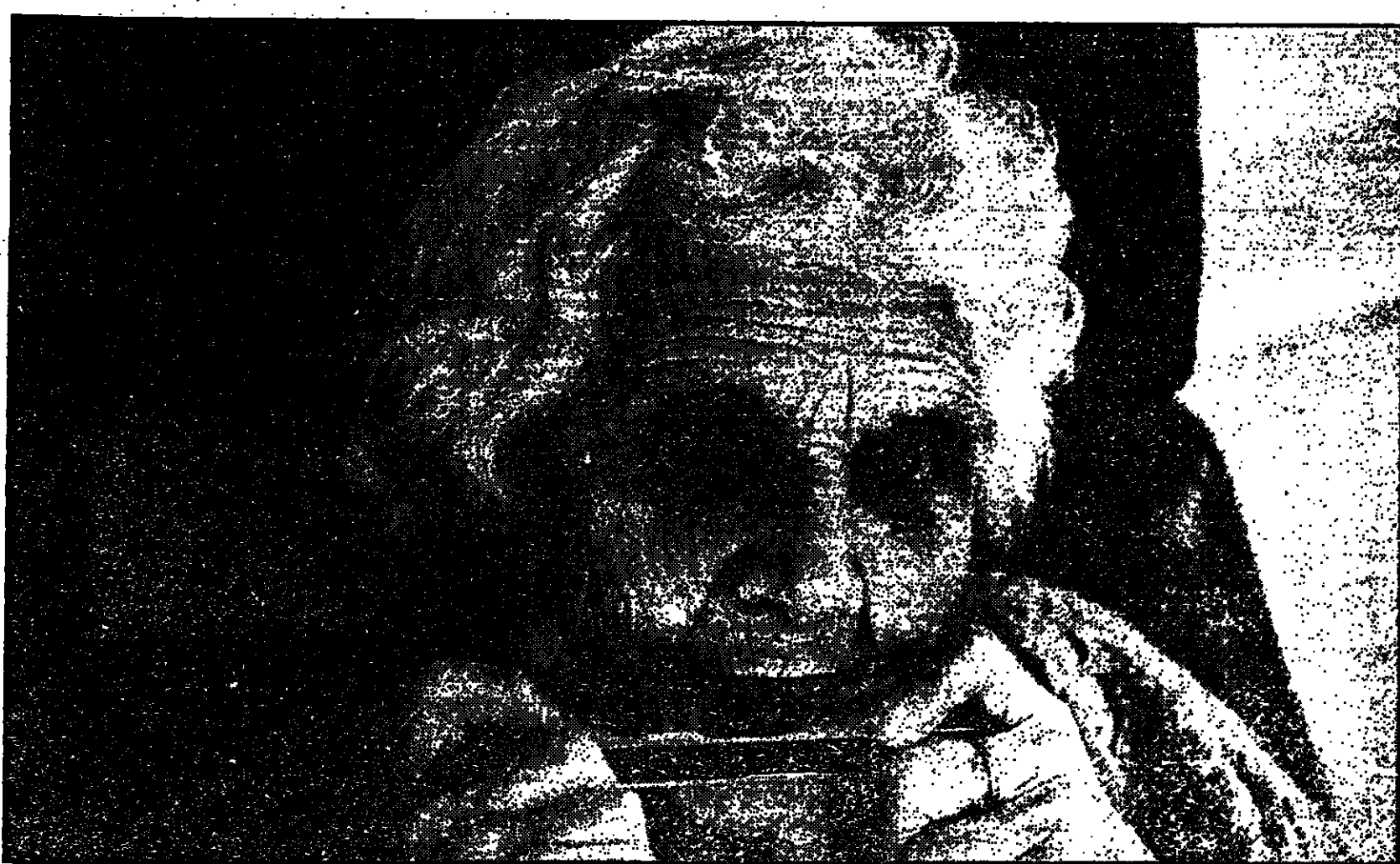
The local doctors whose patients she treats refuse to accept that Mrs Savage is guilty. They believe she has been subjected to a process of "refusal to toe the line" laid down by the men who run the area's maternity services. Mrs Savage, the GPs point out, is not only the sole woman obstetrician in the area, but also a gynaecologist at the London Hospital. She is also the only one who doesn't take private patients, and the only one who believes women have a right to the maternity care they prefer.

More than 80 of the 94 GPs in the area have signed a round robin demanding that she be reinstated pending the health authority enquiry. Other supporters include midwives, natural childbirth groups, community health councils, a clutch of senior medicals, including Dr Luke Zander, chairman of the Royal Society of Medicine's maternity committee, and her old boss at the London Hospital, Professor Peter Huntingford.

Her patients are also on her side. Oddly, only one of the five cases stems from a complaint by a patient, and the nature of that complaint has yet to be made clear. The charges have been made by the health authority to which she is an honorary consultant, Tower Hamlets. Her salary is paid by the London Hospital's medical school, where she is a senior lecturer in obstetrics and gynaecology. Her suspension as consultant has been followed by suspension from her teaching post.

The accusations have exposed a major rift between community and hospital-based doctors. Mrs Savage's supporters want an inquiry to clear her name and to expose the hospital-based establishment, not only in the East End, but that can no longer ignore women's demands. Mothers, say the GPs, want personal, sympathetic care, not want anyone to take over their lives. They want to be cared for near their homes, preferably in health centres. They want the option of giving birth at home. Instead, in too many cases, they have to queue for treatment on the labour wards of sickness palaces. They get ultrasound and episiotomies, Caesarians and inductions.

The GPs can cite good evidence that low tech, low cost maternity care, backed by hospital expertise and resources, produces healthier babies and happier mothers than routine high tech treatment in hospitals. It costs less, it's more effective, it's more efficient. Yet the medical establishment, the consultants who decide what women get, are overwhelmingly committed to high tech birth. Pregnancy is not a personal experience, but as a potential danger. Their object is to control that danger. The more control, in their view, the better. Hence the technological approach to childbirth. "Wendy is a lone voice. She questions all this. She bases her philosophy on common sense."



"If people are being looked after all the time, they can lose interest." Picture by Don McPhee

as miserable, useless and uninteresting."

If earlier plans had gone ahead, Ecclesfield would have provided bungalows for some 42 people plus a day centre for 16. The bungalows had already been built by the time the new approach was decided — enough to make Paul Ferrari nearly refuse the job. But as well as housing some elderly people, they have provided a home for a young couple who are mentally handicapped, and so extending the provision of care in the community to a new group.

Most strikingly, by turning the centre into a resource

unit Sheffield has increased the number using it from a projected 49 in a conventional old people's home to 125 aged from the early 60s. If they have had a stroke, 98. The centre costs no more to provide and run than does an existing old people's home. The large majority of its users still live in their own homes and will continue to do so until this becomes impossible. Most of them seem to like it that way.

Paul Ferrari's idea is that elderly people should be encouraged to remain independent and to lead lives which are as little institutional as possible. "The biggest illness

in old age is boredom," he says. "If people are being looked after all the time, they can lose interest, or think they cannot do anything themselves."

Ecclesfield Support Unit tries to develop this philosophy in a number of ways. One of the most difficult innovations has been the replacement of the home help service with a more highly-paid team of support workers, who are basically half-way between home helps and community social workers. They can still clean floors and polish mantelpieces, but they also help elderly people take up new interests, help

them with their shopping and take up some of their problems with the family doctor or the local council.

There has been no shortage of applicants for Sheffield's first team: no fewer than 400 people applied for the 40 posts. There was a final short list of 80, and 12 women and two men got the first jobs. Half of them were former home helps; five were from the local area and two from neighbouring ones. One was a former state enrolled nurse, and a couple were from the unemployment queues.

Elderly people have not yet quite got used to the idea of community support workers.

Some have responded to having a friend and enjoyed new interests; some certainly feel that the floors are not as clean as they used to be and that dust can be found on mantelpieces again. Others have not quite understood that encouraging them to fend for themselves means making their own breakfast again.

The other major innovation is the use of the centre itself. Mr Ferrari aims to turn it from a glorified luncheon club and bingo hall into a real community centre where elderly people can participate in a wide range of activities and the centre can also

be used by other community groups. Already the centre is being used by local tenants groups, adult education classes, a crèche to encourage mother and toddler groups, and a well-used welfare rights office.

How far the elderly people can or want to integrate with other groups is difficult to gauge. Certainly the adult psychology got a surprise when nearly 30 people turned up for its first session. But other elderly people do not seem to be so keen to use the facilities beyond lunch times and the occasional game of bingo. The establishment of a users' committee with elderly people has yet to bear fruit — most seem to be waiting for ideas from the management rather than initiating their own.

Sheffield council say that some of the faults could be in the conventional design of the building which will be adapted when the next centres in Sunnybank and Manor are set up.

These will also be designated as full neighbourhood resource centres with the aim from the very beginning of encouraging everybody in the community to use them. There will be no old people's bungalows round the site to create a ghetto atmosphere, either. The well-known team of community support workers, the local social work team will be based in the new centres rather than in separate offices.

The success of the new approach is not likely to be fully gauged for three years when Sheffield University's Department of Sociological Studies has completed a report on the effectiveness of the units.

Paul Ferrari believes, however, that what he has achieved is the approach will have achieved its aims of encouraging elderly people to remain independent and possibly become more adventurous. He also believes that the new centres, with all the resources needed to help elderly people, should remain in the public or local authority sector. The staff required could not be easily provided in the private sector, because of the profit motive.

Delivery charge

An uprising of GPs in Tower Hamlets could lead to national changes in maternity care. Andrew Veitch looks at the wider implications of a local medical controversy

THE suspension of the London Hospital obstetrician, Mrs Wendy Savage, over five cases of alleged professional malpractice has triggered an uprising among East End GPs. Victory could signal the beginning of nationwide changes in the shape of maternity care.

The local doctors whose patients she treats refuse to accept that Mrs Savage is guilty. They believe she has been subjected to a process of "refusal to toe the line" laid down by the men who run the area's maternity services. Mrs Savage, the GPs point out, is not only the sole woman obstetrician in the area, but also a gynaecologist at the London Hospital. She is also the only one who doesn't take private patients, and the only one who believes women have a right to the maternity care they prefer.

More than 80 of the 94 GPs in the area have signed a round robin demanding that she be reinstated pending the health authority enquiry. Other supporters include midwives, natural childbirth groups, community health councils, a clutch of senior medicals, including Dr Luke Zander, chairman of the Royal Society of Medicine's maternity committee, and her old boss at the London Hospital, Professor Peter Huntingford.

Her patients are also on her side. Oddly, only one of the five cases stems from a complaint by a patient, and the nature of that complaint has yet to be made clear. The charges have been made by the health authority to which she is an honorary consultant, Tower Hamlets. Her salary is paid by the London Hospital's medical school, where she is a senior lecturer in obstetrics and gynaecology. Her suspension as consultant has been followed by suspension from her teaching post.

The accusations have exposed a major rift between community and hospital-based doctors. Mrs Savage's supporters want an inquiry to clear her name and to expose the hospital-based establishment, not only in the East End, but that can no longer ignore women's demands. Mothers, say the GPs, want personal, sympathetic care, not want anyone to take over their lives. They want to be cared for near their homes, preferably in health centres. They want the option of giving birth at home. Instead, in too many cases, they have to queue for treatment on the labour wards of sickness palaces. They get ultrasound and episiotomies, Caesarians and inductions.

The GPs can cite good evidence that low tech, low cost maternity care, backed by hospital expertise and resources, produces healthier babies and happier mothers than routine high tech treatment in hospitals. It costs less, it's more effective, it's more efficient. Yet the medical establishment, the consultants who decide what women get, are overwhelmingly committed to high tech birth. Pregnancy is not a personal experience, but as a potential danger. Their object is to control that danger. The more control, in their view, the better. Hence the technological approach to childbirth. "Wendy is a lone voice. She questions all this. She bases her philosophy on common sense."

High tech birth means more resources for hospitals. As a result, community clinics set up during Professor Huntingford's reign at the London Hospital have been closed. Mrs Savage is the only consultant who sees patients in GPs' surgeries. Following her suspension, the area's day-care abortion service has been restricted. It used to deal with all women seeking abortions, referring the difficult cases to the hospital. Now GPs have been told that anyone seeking an abortion after 12 weeks must go directly to hospital. The GPs are concerned that this will mean delays for women seeking late abortions.

The new head of obstetrics and gynaecology at the London Hospital is Professor Juris Grudzinski. A brilliant scientist and forthright Australian, he plans to set up a test tube baby unit as a semi-private venture, feeding any profits back into the hospital. Mrs Savage, an equally forthright New Zealander, has made no secret of her view that in vitro fertilisation should not be considered a priority in an area as deprived of basic services as Tower Hamlets.

The GPs of Tower Hamlets are not suggesting that the charges against Mrs Savage are malicious. Merely that they reflect the establishment's refusal to accept a radically different, woman-centred, non-interventionist, low-tech approach to the care of pregnant women. They are adamant that it is the hospitals which must change.

quest for treatment on the labour wards of sickness palaces. They get ultrasound and episiotomies, Caesarians and inductions. The GPs can cite good evidence that low tech, low cost maternity care, backed by hospital expertise and resources, produces healthier babies and happier mothers than routine high tech treatment in hospitals. It costs less, it's more effective, it's more efficient.

Yet the medical establishment, the consultants who decide what women get, are overwhelmingly committed to high tech birth. Pregnancy is not a personal experience, but as a potential danger. Their object is to control that danger. The more control, in their view, the better. Hence the technological approach to childbirth. "Wendy is a lone voice. She questions all this. She bases her philosophy on common sense."

High tech birth means more resources for hospitals. As a result, community clinics set up during Professor Huntingford's reign at the London Hospital have been closed. Mrs Savage is the only consultant who sees patients in GPs' surgeries. Following her suspension, the area's day-care abortion service has been restricted. It used to deal with all women seeking abortions, referring the difficult cases to the hospital. Now GPs have been told that anyone seeking an abortion after 12 weeks must go directly to hospital. The GPs are concerned that this will mean delays for women seeking late abortions.

The new head of obstetrics and gynaecology at the London Hospital is Professor Juris Grudzinski. A brilliant scientist and forthright Australian, he plans to set up a test tube baby unit as a semi-private venture, feeding any profits back into the hospital. Mrs Savage, an equally forthright New Zealander, has made no secret of her view that in vitro fertilisation should not be considered a priority in an area as deprived of basic services as Tower Hamlets.

The GPs of Tower Hamlets are not suggesting that the charges against Mrs Savage are malicious. Merely that they reflect the establishment's refusal to accept a radically different, woman-centred, non-interventionist, low-tech approach to the care of pregnant women. They are adamant that it is the hospitals which must change.

Biting the hand that helps

There's something about a wheelchair... Steve Copeland has a cautionary tale

SECOND OPINION

YOU able-bodied people, you're men, you're women, you're there in droves when I don't need you, but where are you all when I cannot cope alone? And why are you so often offended if I politely decline assistance when I am managing perfectly well on my own?

I once broke my journey at Strensham Services, and when I was pulling my wheelchair into the car afterwards a curly looking character offered to help. I gave my standard reply which I had honed over the years to give as little offence as possible. "No thanks, I can manage, honestly, thanks all the same, thank you, much obliged, thank you."

It is, however, unfortunate that Mr Inglis illustrated his argument by reference to the tuberculosis vaccine, BCG. It is certainly true that the well-conducted South Indian vaccination trial failed to reveal positive effect. On the other hand, there is strong evidence that the vaccine affords a significant level of protection in many other countries. Britain included.

It is very likely that the considerable variations in the protective power of BCG from region to region is the result of prior sensitisation of individuals by contact with harmless relatives of the

often take the hard way, for the same reason I usually decline assistance. Because more than anything, I cherish my independence, and if I always looked for the easy way out, or accepted help, I would quickly lose that which I cherish most. What is more, if I relied upon a hand from kindly bystanders, who do I turn to when there is no one standing by?

The memory of that verbal assault at Strensham still makes me hesitate before I take the risk of upsetting someone with my supposedly guaranteed non-offensive one hundred per cent courteous rebuttal. I know there cannot be another like him, but I do not want anyone to take my answer as a personal snub. It has nothing to do with the character or looks of the individual who offers, and everything to do with the need for independence. (Mind you, if Felicity Kendal were to offer, I would gladly lose my independence to her, but I digress.)

So where does all this leave you? No doubt bewildered and wondering how on earth you are supposed to know if a disabled person, apparently struggling, needs help or not. The answer is, it doesn't matter. If assistance is required, you will be told so, and thanked politely. Do not take offence. None is intended. If a hand is needed, your offer will be appreciated beyond words.

When you next see me lying on the ground with the wheelchair on top of me, you are on a fairly safe bet that I would not be a hand, but it is rarely as obvious as that. You have nothing to lose by offering to help, and perhaps you may understand now if the answer is no.

to throw a smokescreen over serious underlying difficulties faced by groups such as our own.

For the past 10 years, our staff have had constantly to change jobs, spend periods on the dole and take wage cuts. Like other members of society they have families, mortgages, bills and the stresses that this insecurity places on families are intolerable.

There is also immense frustration among my staff at being invited to undertake improvement schemes, just to see them destroyed through lack of maintenance.

There is a great deal of pent-up frustration, too, at the failure of Government and society — who acknowledge much of the fine work undertaken by the voluntary sector and the need for such agencies — to tackle major issues arising from this mode of operation. Government should examine these and put forward proposals to alleviate them. Grant Luscombe, Liverpool 17.

Grant Luscombe in Liverpool

Smokescreen

JOAN DAVIDSON (Society Tomorrow, May 1) writes positively regarding the Rural Preservation Association's achievements in greening the land in Liverpool. It is reassuring to have such media coverage, it tends

Putting the life back into London's industry

The London Industrial Strategy is a radical new policy for restructuring London's industrial core, being published by the GLC in June. It includes traditional and new industries, services like health care and activities which are not usually seen as part of employment policy, like housework. It lays the foundation for tackling London's ever increasing economic problems.

The GLC is holding a conference on Tuesday 4 June to launch the London Industrial Strategy. You are invited to participate, to hear about the work so far, to discuss its relevance to your workplace and community and to make use of the Strategy in the fight for jobs.

Speakers will include Neil Kinnock MP, Brands Dean, John Prescott MP, Tony Benn MP, Ken Livingstone and Michael Ward.

Tuesday 4 June 1985
The London Industrial Strategy Conference
9.30 am — 5.30 pm, The Conference Hall, County Hall, London SE1 7PB
Creche facilities will be provided by the GLC Mobile Creche.

Please register in advance with: Steve Scotland, DG/IEB/IFU, Room 1B2N, GLC, The County Hall, London SE1 7PB. Tel: 01-633 8491.

GLC
Working for London

LINGFIELD HOSPITAL SCHOOL

offers
Career Opportunities in
Residential Child Care

We are 20 miles south of London and are Europe's largest Special School. The following vacancies will shortly arise:

ASSISTANT HOUSEPARENTS (4 POSTS)

Previous experience although preferable, not essential. Interest in care of children handicapped by epilepsy and aptitude for creating a stimulating environment for them in their leisure time are requirements, as well as ability to progress to professional training. In-service training provided. Accommodation available. Minimum age 20. Salary £4,611-£5,238.

Further details and application form from:
Principal Care Officer, Lingfield Hospital School, St Peter Lane,
Lingfield, Surrey RH11 9PW
Enclosing a large stamped addressed envelope.

WARRINGTON BOROUGH COUNCIL

ASSISTANT CHIEF HOUSING OFFICER (Administration / Finance)

(PO 6 - 9 £12,243 - £13,320)

Reporting directly to the Chief Housing Officer, the postholder will be expected to provide administrative and financial support to a busy housing department.

The postholder has direct responsibility for the operation of the Housing Benefits Section, the general monitoring and control of the Housing Budget and in particular the ordering of repairs and control of the Repairs Budget together with the general administrative support for the department, including training.

Relevant experience in these particular areas would be an advantage, however, the ability to effectively manage resources and operate under pressure is essential.

Applications are invited from committed and motivated managers, who would ideally have a background in finance and/or administration together with appropriate qualifications.

Application forms and job descriptions may be obtained from the Personnel and Management Services Office, Town Hall, Warrington, (Tel: Warrington 33881, ext. 32), to whom completed forms should be returned by 7th June, 1985.

ASSISTANT SECRETARY

A Women's Sports Association is seeking a bright, self-motivated, non-smoker to manage their A.C. in SW London. The position demands strong initiative, dedication, good secretarial skills and the ability to handle stress. Salary between £5-7,000 p.a. negotiable.

Application by letter with C.V. before 7th June, 1985 to W.S.R.A., 24 Upper Richmond Road West, Stuen, SW14 5DN.

TALKING BOOKS

CLERICAL ASSISTANT

for Library of the Talking Book Charity in Southwark. Essential qualities are good typing, good telephone manner, some knowledge of literature and U.K. geography. Salary £8,500.

Typed applications with c.v. to: R. Shaw, 12 Last Lane, London SE1 1QR.

PRISON REFORM TRUST

ASSISTANT DIRECTOR

£9,000 per annum
Application and C.V. by Friday 7th June to Catherine Gilly, Administrator, Prison Reform Trust, 111 Regent's Park, London NW1 4PS, from whom further information is available.

NOTTING HILL HOUSING TRUST

Part-time HOUSING WELFARE WORKER

To join busy housing management team in area office in Fulham. The welfare worker will assist with problems experienced by the Trust's tenants who include families, single people, the elderly, the mentally ill and physically handicapped. She will also be expected to advise and train team members on welfare benefits and welfare aspects of housing management work, as well as liaise with statutory and voluntary agencies.

Formal social work qualifications are not necessary, but a working knowledge of welfare benefits and previous practical experience of welfare work (particularly with the elderly and/or handicapped and preferably gained in a housing context) are essential.

Applicants must be car owners and drivers.

Usual hours will be 20 per week, preferably 4 hours a day Monday to Friday. The salary will be on a range of £5,439 - £6,311 p.a.

For further details and application form contact Jenny White, Notting Hill Housing Trust, 26 Paddenshaw Road, London, W6 0UB. Tel: 01-741 1570. Closing date 5th June.

BLACKFRIARS SETTLEMENT YOUTH PROJECT

HAS THE FOLLOWING FULL-TIME VACANCY TO COMPLETE OUR TEAM OF FOUR:

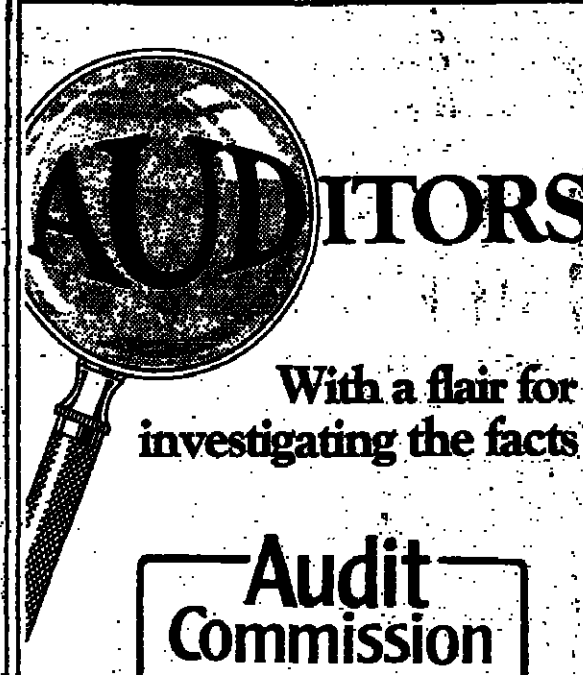
NEIGHBOURHOOD YOUTH WORKER

We are looking for a black (African-Caribbean or Asian) Worker for this post which falls within Section 5 (2) of the Race Relations Act 1976. Main tasks will include: developing the use of the Centre, developing work with young black people, organising one-off events with young people, liaising with young people maintaining / developing links with the community, organising playgroups.

Essential: experience of working with young people and a commitment to young people's participation are essential. Driving an advantage. Salary scale £1. Qualified £5,804 - £9,862. Unqualified £3,855 - £7,794.

The project has a commitment to anti-racist and anti-sexist work, and to girls work. Closing date Monday 27th June 1985.

Application form and job description from: Nona Sweeney, Blackfriars Settlement Youth Project, 44 Nelson Square, London SE1 0GA. Re-employment: Previous applicants need not re-apply.



AUDITORS

With a flair for investigating the facts

Audit Commission

Why do our Auditors require many special qualities on top of those needed for standard audit work? Because at the Audit Commission we carry out detailed investigations to help our clients achieve peak efficiency and value for money within all their services. From Housing and Education through to Leisure and Environmental Services, that means uncovering all of the facts.

We undertake these objectives for Local Authorities throughout England and Wales. At present we need a number of Qualified Auditors in the London area. If you possess a recognised Accounting qualification, are under 35 and have several years appropriate Audit experience then the prospects available to you are excellent. You would be on a starting salary of £14,250 which includes London Weighting, and receive a range of benefits which include a generous pension and 22 days holiday (rising to 30 days).

If you want to add variety and interest to your career then you need look no further. Simply write for an application form or alternatively send your CV to: The Personnel Department, Audit Commission, St. Lawrence House, 29-31 Broad Street, Bristol, BS1 2EX.

An Opportunity to Specialise in Social Work

Level 3 £9,771 - £11,061/£11,373
Level 2 £8,661 - £9,477/£10,134

Following a major review, Social Work Services has been reorganised into Children's Elderly and Handicapped Specialist Groups. In developing our specialist services we have recognised the increasing complexity of social work, the requirement for continuing post-qualification training and the needs of the community for a skilled and totally committed service.

The Senior Management Team has been appointed and we are now looking to recruit suitably qualified and committed social workers at both Level 2 and Level 3 into these Specialist and Intake Teams.

Level 3 posts are available to those with at least 18 months post qualifying experience and Level 2 posts to those more recently qualified.

Excellent career opportunities and professional job satisfaction are provided and if you are interested in what we believe to be an exciting future please send for our information pack which is available from:

Head of Manpower Services, Civic Centre, Rochester Avenue, Bromley, BR1 3UH. Tel. 01-280 0324 (24 hour answering service)

London Borough of
Bromley

Leicester City Council

As part of the City Council's commitment to an Equal Opportunity Policy, applications are welcome from people regardless of marital status, sex, race, disability or sexual orientation.

Recreation & Arts Planning and Research Officer

Salary £9477 - £10107 (under review)

The Department covers a wide range of functions including Community Services, Sports, Parks, Baths, Arts, Entertainment and Special Programmes for ethnic Minorities, Disabled, Women and Girls, etc.

A Planning and Research Officer is required to head a small section responsible for the department's forward planning, qualitative and quantitative research, marketing and resource surveys. This is a key post within a very progressive and diverse organisation. Applicants should be sympathetic to the needs of all the sections of the community, have a sound understanding of the relevant academic concepts, experience of recreation in its widest context and the proven ability to translate theory into practice. At least two years' experience in a similar environment and a graduate level qualification are essential.

Assistance with relocation expenses up to a maximum of £2075 and temporary housing accommodation are available in approved areas.

Application form (returnable by 11th June 1985) and further details from director of Personnel and Management Services, New Walk Centre, Welford Place, Leicester LE1 5ZG. Tel (0533) 548822 ext 7064.

...your city council working for you

HOUSING OFFICER

£7,212 to £8,919 p.a. (inc.)
+ car allowance

We require a resourceful and energetic person to join our busy Homeless Persons Section. Staff in this Section have responsibility for administering the Council's duties under the Housing (Homeless Persons) Act 1977, and for carrying out the full range of housing management duties arising from the need to provide temporary accommodation for the homeless, at present totalling 600 units.

The ability to work under pressure is essential and previous experience in the homelessness or housing management fields would be advantageous.

Applicants should be car owners and prepared to use their vehicle as necessary in pursuance of their duties. For a job description and application form, contact the Housing Department Central Services Section, Taberner House, Park Lane, Croydon, CR9 1DH. Telephone: 01-688 4433, ext 2440.

Closing date for the return of applications 7 June 1985.

CROYDON
An equal opportunity employer

NEW CROSS CAB BLACK WORKER

Salary: £9,510-£11,355 p.a.

To join a team of four full-time and two part-time advice workers - who operate as a partial collective - supported by two administrative staff.

We are seeking a black worker so that the team may better reflect the composition of the local client community. Advice work experience is essential. You would also be expected to share full management responsibility for this busy inner-city bureau.

Closing date: 12th June 1985.

For application form and further details, send self-addressed envelope to: Jean Ellis, South London Area Secretary, GLCABS, 31 Wellington Street, London WC2E 7QH, quoting reference 527.

This advertisement falls within Section 5(2)(d) of the Race Relations Act 1976.

Citizens
Advice
Bureau

VOLUNTARY SECTOR VACANCIES

LONDON VOLUNTARY SERVICE COUNCIL

INFORMATION/ ADMINISTRATIVE WORKER

We are looking for someone with administrative and organisational skills for our busy Information Service. Accurate typing is essential, together with an ability to work under pressure with minimum supervision. Experience of information work and new technology, and knowledge of the voluntary sector, an advantage. LVSC wishes to improve its services to the black community and therefore is particularly interested in applications from black people.

Salary on NJC Scale 4/5 (£7,803 to £9,510 inc. LW). Please quote Reference: IS/1. Closing Date: 14 June 1985.

ADMINISTRATIVE ASSISTANT

Needed for the Greater London Standing Conference of Voluntary Youth Organisations (based at LVSC) to assist in the development of outer London borough Conferences. Accurate typing essential. Desirable skills include shorthand, arranging and servicing meetings, maintaining and updating records. Some evening work will be involved (2/3 evenings per month).

Salary on NJC Scale 4/5 (£7,803 to £9,510 inc. LW). Please quote Reference: SG/2. Closing Date: 14 June 1985.

ACTION RESEARCHER

An experienced action researcher is needed for a two year action research programme based at LVSC, called Computer Access for London Communities, which will study whether disadvantaged groups are getting equal access to new tech jobs and training, and what can be done to help them.

The postholder will co-ordinate the research which will be carried out in five locally managed projects around London. The Researcher will need a full awareness of the problems faced by disadvantaged groups (including women, disabled people, and black and ethnic minority people), and the tact and persuasiveness needed to co-operate easily with local agencies. Experience of the voluntary sector and of microcomputers would be further assets.

Salary on NJC Scale PO3 (£13,481 to £14,229 inc. LW). Please quote Reference: CAL/3. Closing Date: 19 June 1985.

LVSC actively encourages applications from people with disabilities and all sections of the community irrespective of an individual's sex, race, ethnic origin, or sexual orientation.

For job description and application form, write, quoting the reference number, to: Sue Hutchinson, LVSC, 68 Chalfont Street, London NW1 1JR.

APEX CHARITABLE TRUST

A national agency founded in 1965 and providing specialist services directed toward the employment needs of ex-offenders and young people at risk, requires a

TRAINING AND DEVELOPMENT OFFICER

Salary: £9,225 to £10,400 according to experience

Working within the Consultancy and Development Unit, this training specialist will assist voluntary and statutory agencies with the maintenance and development of work related activities.

Applicants with experience of community based organisations and particularly Intermediate Treatment, are asked to forward a resume of their career to: Peter Hancock, Apex Charitable Trust, 31-33 Clapham Road, London SW9 0JE. Tel: 01-882 3171.

Applications will be welcomed from suitable candidates, regardless of age, sex, marital status, ethnic origin or disability, and from ex-offenders.

LEICESTERSHIRE COMMUNITY ALCOHOL SERVICES

HASTINGS HOSTEL, 27 Lower Hastings Street,
Leicester, Tel. (0533) 547838.

PROJECT WORKER

Leicestershire's Alcohol Services are very advanced and the Hostel is an integral service component, offering progressive care for people with drink-related problems.

Group homes and a Volunteers project are underway. If you are interested in joining a well-established team and you are experienced and preferably qualified in social work, contact Mike Watson (Project Leader) for further details at the above address. Salary £5555 to £7746 subject to qualification and/or experience. Additional expenses for sleeping-in and occasional travel.

Closing date: June 7th 1985.

THE ALCOHOL COUNSELLING SERVICE

seeks a

SENIOR COUNSELLOR

from September 2, 1985

This is a well-established organisation for people in the early stages of a drink problem based in South London. We are committed to maintaining high standards of good practice, and continuing to develop work with women and black and ethnic minority communities.

This is a permanent post and the person appointed will be expected to provide assessment and carry their own case-load of long-term clients, in addition to running groups and training courses and supervising other counsellors. Long-term experience of counselling and preferably a diploma in counselling or similar qualifications are more important than knowledge of alcohol.

Salary: £5,500 inclusive (under review).

For job description and application form write to: ACS, 34 Electric Lane, London SW17 7TJ. Tel: 01-737 3670. Closing date: Friday, June 14.

BIRMINGHAM TRIBUNAL UNIT

is a charitable organisation providing welfare rights advice and representation at S.A.T.A. MAT's and Social Security Commissioners. We require an experienced

WELFARE RIGHTS CASEWORKER

to co-ordinate the unit's caseload including representation at S.A.T.A. MAT's, S.S.C. Commissioners, participating in the unit's other services - telephone advice, information, newsletter, recruiting and supervising students and volunteers. A commitment to collective working is essential.

Salary APS/PO1 (£8,582 - £10,104) Closing date: 14th June. Interviews will be held in the last week of June. Contact Judith Cooke for application form, job description and further information.

Birmingham Tribunal Unit, 4th Floor, Cornhill House, 21, 23, 25, Cornhill, Birmingham B3 1AP. Tel: 021-224 0988.

LEICESTER RIGHTS CENTRE

This city-wide Legal Rights Centre requires a

3-Year Solicitor

Solicitor, Barrister or Experienced Rights Worker with an interest in some of the following areas: housing, immigration, judicial, social services, women, employment, consumer and legal education.

Salary £10,717-£11,522 depending on experience and qualifications. Further particulars and application form from: Leicester Rights Centre, 6 Bishop Street, Leicester LE1 6AD. Tel: 0533 55871. Closing date: 21st June, 1985.

SUNDERLAND YOUTH EMPLOYMENT PROJECT

requires for action research project.

Applicants must have experience in work with the young unemployed and an understanding of action research methods. Salary JMC 4.

For details contact: S.Y.E.P., 29 Stockton Road, Sunderland SR1 7AD.

BIRMINGHAM ELFRIDA RATHBONE SOCIETY

VOLUNTARY PROJECTS PROGRAMME

CONTACT WORKER

A Contact Worker is required for a major project.

Informal voluntary educational activities for adults with learning difficulties. The project recruits volunteers to provide paid tuition in the subjects of politics, culture, music, employment, and other relevant subjects to voluntary workers' main responsibility is to recruit and train students on to the project.

Salary: £6,000 p.a.

For further details apply in writing to: Mrs J. A. Rathbone, 29, Birmingham B5 4TR.

Application forms to be returned by Friday, May 31. Interviews on Monday, June 10.

B.E.R.S. is an Equal Opportunity Employer. All applicants are considered on the basis of their ability to do the job, irrespective of sex, race, religion, or marital status.

For job description and application form, contact: West Bromwich Community Centre, 15, 17, 19, 21, 23, 25, 27, 29, 31, 33, 35, 37, 39, 41, 43, 45, 47, 49, 51, 53, 55, 57, 59, 61, 63, 65, 67, 69, 71, 73, 75, 77, 79, 81, 83, 85, 87, 89, 91, 93, 95, 97, 99, 101, 103, 105, 107, 109, 111, 113, 115, 117, 119, 121, 123, 125, 127, 129, 131, 133, 135, 137, 139, 141, 143, 145, 147, 149, 151, 153, 155, 157, 159, 161, 163, 165, 167, 169, 171, 173, 175, 177, 179, 181, 183, 185, 187, 189, 191, 193, 195, 197, 199, 201, 203, 205, 207, 209, 211, 213, 215, 217, 219, 221, 223, 225, 227, 229, 231, 233, 235, 237, 239, 241, 243, 245, 247, 249, 251, 253, 255, 257, 259, 261, 263, 265, 267, 269, 271, 273, 275, 277, 279, 281, 283, 285, 287, 289, 291, 293, 295, 297, 299, 301, 303, 305, 307, 309, 311, 313, 315, 317, 319, 321, 323, 325, 327, 329, 331, 333, 335, 337, 339, 341, 343, 345, 347, 349, 351, 353, 355, 357, 359, 361, 363, 365, 367, 369, 371, 373, 375, 377, 379, 381, 383, 385, 387, 389, 391, 393, 395, 397, 399, 401, 403, 405, 407, 409, 411, 413, 415, 417, 419, 421, 423, 425, 427, 429, 431, 433, 435, 437, 439, 441, 443, 445, 447, 449, 451, 453, 455, 457, 459, 461, 463, 465, 467, 469, 471, 473, 475, 477, 479, 481, 483, 485, 487, 489, 491, 493, 495, 497, 499, 501, 503, 505, 507, 509, 511, 513, 515, 517, 519, 521, 523, 525, 527, 529, 531, 533, 535, 537, 539, 541, 543, 545, 547, 549, 551, 553, 555, 557, 559, 561, 563, 565, 567, 569, 571, 573, 575, 577, 579, 581, 583, 585, 587, 589, 591, 593, 595, 597, 599, 601, 603, 605, 607, 609, 611, 613, 615, 617, 619, 621, 623, 625, 627, 629, 631, 633, 635, 637, 639, 641, 643, 645, 647, 649, 651, 653, 655, 657, 659, 661, 663, 665, 667, 669, 671, 673, 675, 677, 679, 681, 683, 685, 687, 689, 691, 693, 695, 697, 699, 701, 703, 705, 707, 709, 711, 713, 715, 717, 719, 721, 723, 725, 727, 729, 731, 733, 735, 737, 739, 741, 743, 745, 747, 749, 751, 753, 755, 757, 759, 761, 763, 765, 767, 769, 771, 773, 775, 777, 779, 781, 783, 785, 787, 789, 791, 793, 795, 797, 799, 801, 803, 805, 807, 809, 811, 813, 815, 817, 819, 821, 823, 825, 827, 829, 831, 833, 835, 837, 839, 841, 843, 845, 847, 849, 851, 853, 855, 857, 859, 861, 863, 865, 867, 869, 871, 873, 875, 877, 879, 881, 883, 885, 887, 889, 891, 893, 895, 897, 899, 901, 903, 905, 907, 909, 911, 913, 915, 917, 919, 921, 923, 925, 927, 929, 931, 933, 935, 937, 939, 941, 943, 945, 947, 949, 951, 953, 955, 957, 959, 961, 963, 965, 967, 969, 971, 973, 975, 977, 979, 981, 983, 985, 987, 989, 991, 993, 995, 997, 999, 1001, 1003, 1005, 1007, 1009, 1011, 1013, 1015, 1017, 1019, 1021, 1023, 1025, 1027, 1029, 1031, 1033, 1035, 1037, 1039, 1041, 1043, 1045, 1047, 1049, 1051, 1053, 1055, 1057, 1059, 1061, 1063, 1065, 1067, 1069, 1071, 1073, 1075, 1077, 1079, 1081, 1083, 1085, 1087, 1089, 1091, 1093, 1095, 1097, 1099, 1101, 1103, 1105, 1107, 1109, 1111, 1113, 1115, 1117, 1119, 1121, 1123, 1125, 1127, 1129, 1131, 1133, 1135, 1137, 1139, 1141, 1143, 1145, 1147, 1149, 1151, 1153, 1155, 1157, 1159, 1161, 1163, 1165, 1167, 1169, 1171, 1173, 1175, 1177, 1179, 1181, 1183, 1185, 1187, 1189, 1191, 1193, 1195, 1197, 1199, 1201, 1203, 1205, 1207, 1209, 1211, 1213, 1215, 1217, 1219, 1221, 1223, 1225, 1227, 1229, 1231, 1233, 1235, 1237, 1239, 1241, 1243, 1245, 1247, 1249, 1251, 1253, 1255, 1257, 1259, 1261, 1263, 1265, 1267, 1269, 1271, 1273, 1275, 1277, 1279, 1281, 1283, 1285, 1287, 1289, 1291, 1293, 1295, 1297, 1299, 1301, 1303, 1305, 1307, 1309, 1311, 1313, 1315, 1317, 1319, 1321, 1323, 1325, 1327, 1329, 1331, 1

PUBLIC APPOINTMENTS

THE GUARDIAN Wednesday May 22 1985 15

SPECIALIST OPPORTUNITIES IN MENTAL HEALTH SOCIAL WORK

Bexley Borough following consultation with Health and Voluntary bodies have developed a programme for planning and co-ordinating the care given to mentally ill clients; the aim being to provide a spectrum and continuum of care.

QUALIFIED SOCIAL WORKERS (3)

£8,403-£10,764 (Car User Allowance payable)
COMMUNITY BASED
To enhance the quality of Social Work to the Mentally Ill we wish to appoint a specialist worker to be a member of an area team. The successful applicant will carry a specialist caseload and be expected to offer advice and guidance to colleagues on mental health matters. Sound knowledge of the impact of Mental Health on individuals and their families and familiarity with the relevant legislation will therefore be essential. To pioneer this new development, for Bexley, the successful applicant will need to demonstrate an enthusiasm for community-orientated Mental Health social work.

DRUG ABUSE

This is a very challenging post requiring someone of considerable emotional stability to join a multi-disciplinary team involved in the treatment and rehabilitation of drug abusers. This post based at Bexley Hospital will involve both in- and out-patient work with patients and their families, from this very damaged client group. Experience of working with drug abusers is desirable but not essential. However, group work experience and individual counselling skills are essential for the worker to be fully involved in the Unit's programme. Experience of liaising with a wide range of voluntary and statutory agencies would be an advantage.

BEXLEY HOSPITAL

Required to join a team of 14 Social Workers committed to providing care of the highest professional quality. The work will primarily involve working with one or two Consultant firms. The current vacancy will require knowledge and interest in providing a service to a Day Hospital as well as to in-patient wards at Bexley Hospital. Experience of group work and individual counselling will be a distinct advantage. With all posts, applicants will need to demonstrate an appreciation of working with and activating community support networks.

Informal discussion and visits are welcomed. For the Community Based post, contact Ellen Dunn, 01-303 7777, ext 2394 and for other posts contact Geoff Etridge, Crayford 525222, ext 103. Application forms from Housing and Personal Services Secretary, Personnel Section, Room 29, Civic Offices, Broadway, Bexleyheath, Kent DA9 7LB. Telephone: 01-303 7777, ext 2308. Closing date: 7th June, 1985.

Bexley London Borough

SERVICE CO-ORDINATOR MENTAL HEALTH SERVICES SC.23

(£12,371-£15,611 p.a.)
This is a new post which will carry the major responsibility for developing and implementing a new pattern of mental health services throughout the four counties of the Oxford Region.

The successful candidate is likely to have at least a good honours degree, considerable leadership qualities and the ability to communicate proposals, verbally and in writing, at the highest levels in the NHS and other organisations. This is a challenging opportunity for a high flyer who should have a good knowledge of mental health services and some planning experience. He or she will not only be working in the health service. Considerable importance is attached to collaboration with Local Authority and voluntary organisations.

Further details and an application form are available from the Recruitment Officer at the address below, quoting reference number V53/85. Closing date: Midday 12th June 1985

Oxford Regional Health Authority
Old Road, Headington, Oxford OX3 7JF.
Tel: Oxford 44561. Ext 228/248

County of Cleveland Research and Intelligence Unit Research Officer

Applications are invited for a post within the Research Division of the Unit. The person appointed will be responsible for contributing to policy development and review and to major research studies in a variety of fields, including unemployment and deprivation, education and social surveys. Initially the appointment will be on a three year contract. Applicants should have research experience in a relevant field and the ability to work in an interdisciplinary environment. Equally important is the ability to cope with the requirements imposed by the needs of policy-makers and with changing circumstances and priorities.

Appointments will be made on the career grade £5,922 - £10,107. A salary well above the minimum would be paid to a candidate with substantial relevant experience. Assistance is available towards relocation expenses in approved cases. The Unit provides a central resource for all Departments of the County Council, and for the four District Councils in Cleveland. The person appointed will be required to be responsible for local authority Research and Intelligence Unit in the country. For further details and an application form write to The Director of Research & Intelligence, Cleveland County Council, Red House, 67 Corporation Road, Middlesbrough, Cleveland TS1 1LY. Telephone: Jon Harris on (0642) 248155. Ext. 2376. The Closing date is 10th June, 1985. We are an Equal Opportunities Employer.

Required for Autumn, 1985. CO-ORDINATOR FOR EQUAL OPPORTUNITIES

Wigan Education Committee wishes to develop and implement a firm policy of equal opportunities throughout the Borough's education system. A co-ordinator is required to be responsible for developing and supporting a team of seconded teachers. Applicants must have firm commitment to the promotion of opportunities for women and girls and some experience in this field would be desirable. A connection about the principles and attitudes to be applied is required; together with the ability to inspire and influence all those involved in the Management and running of schools throughout the Borough, to make the changes necessary. Application forms and further particulars, available from Director of Education, Gateway House, Wigan W19 1XL. (Tel: 01693 44891, Switchboard), should be returned as soon as possible. Ref: 621.

WIGAN Metropolitan Borough

BEORMUND COMMUNITY CENTRE EXPERIENCED COMMUNITY WORKER

to help develop proposed activities. Ability to make contact with various authorities agencies and the local community essential. Some knowledge of planning preferable. Post funded by G.L.C. up to March 31st, 1986. Salary, details, application, contact 01-233 2292 or 01-237 2462. Closing date: 3rd June, 1985.

U.K. CHILD CARE DEPARTMENT SOUTHERN REGION

REGIONAL OFFICER FAMILIES AND YOUNG CHILDREN

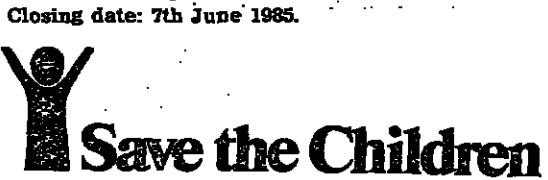
(salary: NJC SO1/3 £9,477-£11,025 plus £1,248 L.W.)

We are taking a new look at our work with families and young children, and are seeking to appoint a Regional Officer to assist with this task, as well as take responsibility for the management and support of SCF playgroup in London.

This is a new, time limited (two years) post and will be based at the Southern Regional Office in Shepherd's Bush, London. Applicants should have proven academic achievement and direct experience in working with families and young children. A relevant professional qualification would be desirable as would proven ability to undertake management and supervisory responsibilities.

For informal discussion please contact Victoria Taylor on 01-743 3311. For application form and job description please write, enclosing a.s.e., to:

Marlene Maddell
Personnel Officer
The Save the Children Fund
17 Grove Lane
Camberwell
London SE5 8RD.
Closing date: 7th June 1985.



NEWPORT BOROUGH COUNCIL TRANSPORT AND WORKS DEPARTMENT

ASSISTANT DIRECTOR (WORKS)

Salary: around £17,000 per annum

The Council has recently reviewed its Direct Labour Organisations and is committed to their success through the maintenance and expansion of services and employment opportunities. It has been decided to form a separate department which includes all major areas of the Council's Direct Labour Operation.

This is a key post, reporting to the Director, and carries responsibility for the management and organisation of the Cleansing and Wastes, Parks and Playing Fields, Highways, Drainage and Housing Maintenance services. Proven management experience in at least one of these areas, together with a relevant qualification is required. Knowledge of contract management, financial control, industrial relations and a high level of management skill is essential.

A car allowance is payable, and assistance with removal expenses and temporary housing will be given in appropriate circumstances.

Application forms and job description are obtainable from The Personnel and Management Services Officer, Newport Borough Council, Civic Centre, Newport, Gwent NP9 4UR. (Tel. Newport (0633) 65491 ext. 3145) and should be returned by 3rd June 1985.

NEWPORT BOROUGH COUNCIL IS AN EQUAL OPPORTUNITY EMPLOYER

RESIDENT HOUSEKEEPER

required for
MAGNOLIA HOUSE CHELTENHAM

which provides accommodation and care for 8 girls both during their pregnancies and after their babies are born. Relevant experience required.

Salary £5,058.

Interviews will be held in mid-June.

Further details and application form from Stornham Housing Association, Imperial House, Southwood Lane, Cheltenham, GLO5 2QH. Tel: (0242) 528778.

City of Salford

EDUCATION DEPARTMENT

SENIOR ADMINISTRATIVE ASSISTANT (ACADEMIC)

SALFORD COLLEGE OF TECHNOLOGY

Scale 6/5, O.S. 1, £8,532 - £10,107 Post ref: 6717/76

We are looking for an enthusiastic and knowledgeable man or woman to be responsible for a section dealing with records of students and courses and the administration of examinations. This includes the preparation of statistical returns and the motivation and control of some eight staff.

You will ideally hold an appropriate professional qualification or degree and have sound administrative background preferably gained in a similar environment. If you think you have the energy to maximise the potential of this opportunity together with the maturity to set effectively in a management role then contact the Personnel Manager.

Application forms and further particulars may be obtained from the Personnel Manager, Salford Civic Centre, Chorley Road, Salford, Manchester M27 2BN. Telephone 061-793 3158. Please quote the above post reference in all communications. Closing date for applications: 5th June, 1985.

We are an Equal Opportunities Employer.

AGE CONCERN, ENFIELD

The Executive Committee of this newly established voluntary organisation wish to appoint their first

CHIEF OFFICER

Day care, hospital discharge work and a sitting service to relieve carers of elderly frail people are the priority for action, and the successful candidate must possess sound organisational skills and the qualifications to develop and manage voluntary services for older people in close collaboration with local statutory authorities and other agencies. Salary: (£601) £5,10K+ inclusive. Car owner/driver preferred. Funding for three years in the first instance.

Applications, to be returned by 21st June, from Mrs. S. Younger, Room, 54 Knatchbull Road, London SE5 8QY. Telephone 01-737 9458.

ST. BARTHOLOMEW'S HOSPITAL

West Smithfield, London EC1A 7BE. 01-600 9000

COMPUTER PROGRAMMER

We are seeking a graduate programmer to work in the Department of Haematology in the development of the laboratory computing system. You will work in conjunction with the District Computing Unit and will be responsible for the day to day running and further development of existing software based on a Nova 40.

You must be experienced in Fortran and a knowledge of PASCAL or microprocessor system would be an advantage. Salary (Scientific Officer Scale) £7020-£9806 p.a. inc. Application form and job description available from the Personnel Department on 01-600 9000 extension 3188, quoting reference MM/55.

ENVIRONMENTAL HEALTH & CONSUMER SERVICES

Consumer Services Officer

Scale 6/501

(Ref: E15) Salary £9,780 - £11,355 inclusive
Lambeth is recognised as one of the country's leading local authorities in the provision of services to consumers and traders. As well as enforcement of consumer protection legislation we offer a wide range of advice and education services. We now have an opportunity for someone with enthusiasm and commitment to gain broad experience in this progressive environment.

Applicants must have:

- Diploma in Trading Standards or equivalent qualification
- OR Experience of working in consumer protection, either in an enforcement or advisory role.
- OR Work experience of resolving consumers' problems and complaints, using investigation and negotiation skills.

The person appointed could be placed in our enforcement or advisory sections, and applicants must be prepared to work in either role. A good working knowledge of consumer protection legislation is essential, as is an ability to deal with complex issues and documents. Applicants must also have good interpersonal skills, combined with a flexible and sensitive approach to work. The Council is committed to equality in the provision of its services and applicants must share that commitment.

The post offers a 35-hour week, flexible working hours, contributory pension scheme and an essential car user allowance, driving licence required.

The post is open to job sharing and applicants should state if their application is made to job share.

For an application form and further details, please phone 01-622 6655, ext 116 or write to the Personnel Section, Directorate of Environmental Health and Consumer Services, London Borough of Lambeth, 139-146 Clapham Park Road, London SW4 7DD. Closing date: 7th June, 1985.

HOUSING & PROPERTY SERVICES

Trainee Valuer

Ref: H.56

Salary: £4,854 - £7,668 inclusive (Grade Trainee A)

The Borough Valuer's Department within the Directorate of Housing and Property Services are looking for a Trainee Valuer to join one of their divisions dealing with general valuation work. You will be able to gain a broad experience in all aspects of commercial, industrial and residential property valuations.

Ideally you should have an interest in the property profession and enjoy dealing with members of the public. An analytical mind coupled with a flexible approach would be advantageous.

The successful candidate will be educated to the equivalent of 'A' level standard and possess the equivalent of 'O' level Maths and English. You will also be permitted to study for a relevant qualification on a day release basis.

Individuals can apply for job sharing.

Application forms and job descriptions are available from Housing Personnel, London Borough of Lambeth, Hambrook House, Porden Road, Brixton, London SW2, telephone: 01-274 7722, ext 2053. Closing date: 7th June, 1985.

SOCIAL SERVICES

Social Worker Adoption and Fostering (Outposted Team)

Ref: SC571/A

£8,313-£11,652 inc. (if qualified)

Lambeth is a multi-racial Inner City borough, experiencing diverse social and environmental problems, committed to the community placement of children in its care. To this end the Borough's Adoption and Fostering Unit, comprising three teams, work closely together and have a progressive approach to their work.

We are looking for a qualified and/or experienced worker who has experience of casework or a statutory or voluntary environment, interested in child care and current issues in adoption and fostering and having authentic knowledge and experience of children and their families from Afro-Caribbean backgrounds.

The Social Worker will be involved in project and campaign work to recruit adoptive and foster families and will participate in evening training and support groups for families. Current recruitment emphasis is given to finding black families for the black children in Lambeth's care.

Additionally, the Social Worker will have an essential link role with one of the Borough's eight Area Social Services Offices, to which the Adoption and Fostering Unit offers specialist advice, support and consultation.

This advertisement is in accordance with Section 5(2) (d) of the Race Relations Act 1976 where being of a particular racial group is a genuine professional qualification.

INDIVIDUALS CAN APPLY FOR JOB SHARING.

Closing date: 6th June, 1985.

For SOCIAL SERVICES APPLICATION FORMS ONLY please telephone: 01-627 0564 (24-hr service) or write to: The Recruitment Section, Room 500, 91 Clapham High Street, London SW4.

Benefits for most posts advertised include flexible working hours, subsidised staff canteen, sickness and superannuation scheme, generous annual leave.

As part of Lambeth's Equal Opportunities Policy, applications are welcome from people regardless of race, creed, nationality, disability, age, sex, sexual orientation or responsibility for children or dependents.

LAMBETH SERVICES WELL WORTH DEFENDING

WELLINGTON HOSPITAL BOARD

A FRESH START!
A NEW BEGINNING!
A YOUNG AND GROWING COUNTRY!
A DIFFERENT APPROACH TO MIDWIFERY PRACTICE!
WHERE?

WELLINGTON, NEW ZEALAND

Wellington Hospital Board offers Registered Nurse Midwives a variety of positions in its modern hospitals. A warm welcome, orientation programmes, on-going in-service education, encouragement to participate in advanced nursing programmes in technical institutes and universities. Develop your nursing skills, expand your horizons. Write now for further information to:

Chief Nurse
Wellington Hospital Board
PO Box 10245
Wellington, New Zealand

Population Project Co-ordinator Pakistan

An officer is required to co-ordinate Britain's bilateral population aid programme and its contribution to a UK/World Bank co-financed population welfare project, designed to assist efforts to lower Pakistan's population growth rate.

Based in the Population Welfare Division, Islamabad, the officer will advise on topics such as research projects, development of proposals and provide assistance with the design of standard procedures. Responsibilities will also include the formulation of detailed and costed proposals, and assisting with the setting up and development of the proposed Population Study Centres.

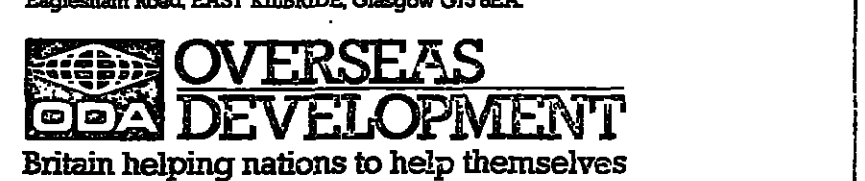
Close liaison with the British Embassy, the Health and Population Division of the ODA and with staff of the World Bank and other donor representatives in Pakistan will be necessary.

Applicants should be British Citizens, excellent communicators, and ideally possess a degree in Social Sciences, Population Studies, Demography or related subject. An understanding of administrative and financial procedures combined with experience of the development of training courses in population studies is required. A knowledge of Urdu plus experience of working in Asian countries would also be beneficial.

The appointment is on contract to ODA, on loan to the Government of Pakistan for one year, in the first instance. Salary (UK taxable) is in the range of £16,825 to £22,275 p.a. including an element in lieu of superannuation. A variable tax free Foreign Service Allowance, currently in the range £725 to £3,425 p.a. is also payable.

The post is wholly financed by the British Government under Britain's programme of Aid to the developing countries. Other benefits include paid leave free family passages, children's education allowances, free accommodation and medical attention.

For full details and application form, please apply, quoting ref. AH312 'AMC' to giving full details of age, qualifications and experience to: Appointments Officer, Overseas Development Administration, Room 351, Abchurch Lane, London EC4N 3DF. For full details and application form, please apply, quoting ref. AH312 'AMC' to giving full details of age, qualifications and experience to: Appointments Officer, Overseas Development Administration, Room 351, Abchurch Lane, London EC4N 3DF.



GLOUCESTER CITY COUNCIL

Housing Department

Research Assistant—Ethnic Minorities

Scale 6 £8,532 to £9,114 p.a.

The post holder will establish ethnic monitoring and record keeping procedures, carry out research on race issues, and recommend changes in policy and procedures where necessary.

The successful applicant is likely to be a graduate and must have at least three years' experience in housing or a related field.

A good understanding of race relations issues and first-hand experience of the problems and concerns of ethnic minority groups is essential.

This appointment is made under the terms of Section 11, Local Government Act, 1985. The duties of the post will be reviewed at the end of the first year.

Assistance may be given with removal and disturbance expenses.

Application form and job description available from:

Personnel Officer
Gloucester City Council
75-81 Eastgate Street
Gloucester GL1 1JG
Tel. (0432) 3121, ext. 47
Closing date June 17, 1985
The City Council is an equal opportunities employer

Brent

Working for equal opportunities

OPPORTUNITIES IN MANAGEMENT ACCOUNTS

We are seeking both intelligent young people looking for a career in accountancy and also those already established in their career for a range of posts in this well-established computerised department.

The salary range is from £5,545 for those commencing their career, up to £10,075 for those with sufficient experience.

Help will be given towards relevant professional studies.

For further information phone Mr. Warner on 01-965 5733, ext. 2975.

For job descriptions and application forms contact District Personnel Department, Central Middlesex Hospital, Acton Lane, London NW10 7NS, or phone 01-965 5733, ext. 2975.

WELFARE RIGHTS WORKERS (2 1/2)

Required for the Welfare Rights Support Team, a 13-person casework team which provides welfare rights expertise and advice support to London advice and community services in areas affected by the G.L.C.'s welfare benefits take-up campaign. Two posts are full-time; one post is part-time (17 1/2 hours per week). Knowledge of the welfare benefits system is essential. Experience of social security tribunals/training of ethnic minority communities would be an advantage.

The WRST is an equal opportunities employer. Full-time salary is £11,063 p.a. (inc. L.W.). The posts are G.L.C. funded.

Further details and application forms from WRST, 15 Old Street, London EC1V 9HL. Tel. 01-253 6085. Closing date: Monday, 10 June, 1985.

COUNSELLOR/STAFF MEMBER

in a team at the

ANDOVER CRISIS AND SUPPORT CENTRE

A 24-hour service offering non-directive counselling and short term accommodation to anyone with any problem.

Salary £5,100 - 45-hour week including night duties. Shared staff house available.

Tel: ANDOVER 06122

FIELD ARCHAEOLOGIST

Excavation supervisor required for MSC excavation in Exeter.

0392 52428

CHIEF PLANNING OFFICER

£20,763 - £22,655

(incl L.W. and car allowance)

This key vacancy in the Council's Directorate of Development has arisen following the appointment of the existing postholder to the DoE Planning Inspectorate. The postholder has direct responsibility for the Town Planning Department and is required to contribute to the overall development of the Borough.

Applicants must therefore be professionally qualified members of the Royal Town Planning Institute and able to demonstrate a high level of management experience coupled with a successful record in leading major development projects in urban areas.

Further details of the post, including the Council's generous relocation provisions, together with an application form can be obtained from the Technical Services Secretary (Personnel Section), Sidcup Place, Sidcup, Kent DA14 6ST (01-303 7777, ext. 4348). For an informal discussion, contact David Coleman on extension 8299. Closing date: 7.6.85.

Bexley London Borough

WESTMINSTER PASTORAL FOUNDATION

COUNSELLING COURSE

ORGANISER/TUTOR

Salary Range £8,500-£9,500 p.a.

The Day Release Counselling Course is a growth enterprise at WPF. The Organiser/Tutor will work a 3 day appointment (Mon/Thursday/Friday) as a key member of the training team.

Write or phone for job description to:

Beryl Mason.

23 Kensington Square, London W8 5HN.

Tel. 01-937 6956.

Tameside Metropolitan Borough

Education Department

MANAGER - TAMESIDE COMMUNITY LANGUAGE AND ART CENTRE

THREE YEARS' FIXED TERM CONTRACT

£9,477 - £10,107 p.a.

This centre, shortly to be opened, will promote the languages and arts of the minority communities in Tameside. The manager will develop initiatives in the fields of community language teaching and community art work and control the resources contained within the centre. Applicants must have a knowledge of the issues in the mother tongue teaching, together with the appropriate management skills. A working knowledge of more than one language would be an advantage.

Application forms and further details from Chief Personnel Officer, Council Offices, Wellington Road, Ashton-under-Lyne, Tameside, Greater Manchester OL6 6DL to be returned by 21st June, 1985. TAMESIDE - AN EQUAL OPPORTUNITIES EMPLOYER

SPRING BANK HOLIDAY COPY DEADLINES

Will advertisers and agencies please note that the following deadlines will apply:

PUBLICATION DATE COPY DEADLINE

Monday, May 27 4.30 pm Thursday, May 23

Tuesday, May 28 10.30 am Friday, May 24

Wednesday, May 29 10.30 am Friday, May 24

London: 01-278 2332 Manchester: 061-832 7200

Tele-Ads: 01-430 1234

Senior Social Worker

MENTAL HEALTH 587559-511307
Here in the Slough Division, we have an expanding commitment to working with mentally ill and mentally handicapped people and this key appointment offers exceptional scope for a Senior Social Worker to make a significant contribution to major projects at policy level.
Not only will you be leading, motivating, co-ordinating and supervising the activities of field workers, socialists and day care services, but you will be involved in allocation, staff appointments, induction and development as well as maintaining close liaison with other agencies. Assisting in the formulation of the divisional budget, particularly in relation to fieldwork activities, is another key area.
We are aiming to establish clearly our responsibilities under the 1983 Mental Health Act so you will have a considerable influence on the way our thinking evolves.
You should be a qualified Social Worker with wide practical experience, particularly in the field of Mental Health. You should also possess supervisory skills, administrative ability and the capacity to handle a substantial workload. A driving licence is essential. For further information telephone Trevor Farmer on Slough 31201 ext. 235.

Social Worker

RESPIRE CARE E7347 with possible progression to E10389
Here in East Berkshire we are committed to maintaining a high level of care for mentally handicapped people. Short term relief has, so far, been provided by two hostels outside the Division. With the increasing demand for relief care, we are setting up a local scheme to serve the needs of families with children with a mental handicap.
We are looking for a qualified Social Worker to recruit people to care for children with varying degrees of handicap on a flexible and informal basis. This will involve the skilled assessment of prospective carers with a view to effectively matching families with children. Full support will be available from other community based Social Workers as well as the Community Mental Health Team.
This is a challenging and rewarding role for a person who preferably has some experience of working with mentally handicapped people and their families and will provide considerable scope for developing the scheme. A driving licence is essential.
It may also be possible to work on a part-time basis. For informal discussion contact Trevor Farmer on Slough 31201 or Rob Newham on Slough 623013.
Application forms for the above two posts are available from the Personnel Section, Social Services Department, Highfield, Ledges Road, Slough, Berks. SL1 2QY. Telephone Slough 31201 ext. 207.

Social Worker

E7065 with possible progression to E10107
In Reading the Social Services Department is committed to building up appropriate Social Services for Asian and Afro-Caribbean communities. There are a number of posts established under Section 11 of the Local Government Act 1986, which have specific and operational responsibilities, along with other specialist posts in the Division, to influence and advise on departmental policy and practice in relation to ethnic groups. We now require a qualified Social Worker, for the Children and Families group, whose major duties will be devoted to Section 11 work although some other tasks will be undertaken. The person appointed will carry a case load with good supervisory and support and assist in the development of appropriate social work services. The post offers an exciting opportunity for applicants of Asian or Afro-Caribbean background. Informal enquiries to Mr L. Klein. Tel: Reading 586111.
Application forms from Personnel Section, Social Services Department, Abbey Mill House, Abbey Square, Reading, Tel: Reading 586111 ext. 500.

Work Experience Officer

E5,961-E7,257 (if qualified)
The work experience scheme is a well established and vital part of the overall programme at Bracknell Centre aimed at increasing the independence of mentally handicapped people. At present over a half of our 120 clients participate in a variety of placements.
We are looking for someone with the confidence, energy and imagination to further develop this scheme both within the Centre and in the community. A relevant qualification (C.O.S.W., C.S.S. or DIP T.M.H.) would be an advantage and possession of a valid driving licence is essential. For an informal discussion please contact Phil Bethel on Bracknell 423758. Application forms and job descriptions from the Personnel Section, Bracknell Social Services, Titwilliam House, Stimped Hill Lane, Bracknell, Berks. Tel: Bracknell 428011.

Court and Welfare Worker

E5,922 to E6,420
Central Club is a dynamic organisation aiming to meet the Social, Educational, and Recreational needs of the black community. A Court and Welfare Worker is sought to develop an information and support service for those likely to be involved with the Courts, including pre-arrest and after care. The post is full time and involves daily attendance at Magistrates' Courts and on occasion at Crown Court. Candidates will be expected to have experience of work with the black community. The post is Section 11 funded with about three years to run.
Informal enquiries to Maggie Startup, District Officer, on Reading 587260 or Loretta Lawrence-Platt at Central Reading Youth Franchise - telephone Reading 54421.
Application forms and job descriptions from the Director of Education (YCS), Education Department, Shire Hall, Shirehall Park, Reading RG2 9XE. (S.A.E. please)
Closing date 10th June for all posts.

An Equal Opportunity Employer

Royal County of Berkshire

KNOWSLEY METROPOLITAN BOROUGH COUNCIL

TECHNICAL AND PROFESSIONAL SERVICES DEPARTMENT
Economic and Development Division

TRAINEE INDUSTRIAL DEVELOPMENT OFFICER

Scale 4/6 £6,264 - £8,712
Applicants for this post should have an academic or professional qualification in economics, accountancy or similar fields or have had some experience in the industrial or business sectors.
More importantly, the candidate must be enthusiastic about a career in economic development and be willing to learn the various facets of this activity.
The successful candidate will be required to follow a course of post entry training, for which day release facilities will be made available.

The postholder will assist the Industrial Development Officers in all aspects of their work including industrial promotion and marketing, business development, financial assistance and discussions with Trade Unions, employees and employers.
The post is based at Hutton, A job description is available.

Application forms and job descriptions are available from the Director of Management and Personnel Services, Hutton, Hutton Road, Knowsley, Merseyside L32 1JH (Tel: 051-448 0245) to whom they should be returned not later than 6th June, 1985.

WANDSWORTH AND SOUTHWARK CARING HOUSES TRUSTS

TWO ADDITIONAL WORKERS REQUIRED

for the above projects caring for men with a history of mental illness and homelessness. The houses provide stable homes for men previously from psychiatric hospitals and night shelters. The workers will need to give support with problems, be responsible for day-to-day running of the houses and liaison with outside agencies i.e. DHSS, Day Centres, Hospitals and Night Shelters.
Qualifications are not essential but relevant experience in this or a related field is required.
Salary £9,282 - £10,078 pt 28-29 NCS Scale.
Please write with full C.V. and names of two referees enclosing a cv to Graham Parr, Bowdway Shelter, PO Box 374, Bowdway, London SW8.

INTERNATIONAL VOLUNTARY SERVICE

VACANCIES IN THE THIRD WORLD
We are seeking people for two-year appointments to work for development and self-reliance in the Third World. We are looking for qualified and experienced people to work on a modest living allowance in:

Botswana, Lesotho, Mozambique and Swaziland

Current requirements: architects, planners, civil engineers, foresters, agriculturalists, social workshop managers/technicians, business training officers, poultry hatchery coordinators, printed textiles crafts instructors, doctors, nurse tutors, occupational therapists, medical assistants, teachers, accountants, teachers - science, maths, geography, EFL, remedial, primary, and pre-school/infant health education.

2 year contract including modest living allowance and flights. Regret no funding for dependants. Applicants must be resident in the UK or Ireland. For further details contact: I.V.S. c/o Home Office, Dept. 025, International Voluntary Service, 3 Hagley Road, Leicester, LE1 8YL.

For application form and job description contact: Personnel Department, Goodmayes Hospital, Redbridge, Essex. Tel: 0206 8069, 24 hour answering service.

HEALTHCARE ACTION GROUP is seeking a **CAMPION WORKER** for a 30-hour week, £4,015 p.a. (incl. pension). Successful candidate will be offered a 3-year contract. Closing date: June 14.

Economist CBI

Local Authority Finance

The Confederation of British Industry is seeking a well qualified economist to work in its Economic Directorate in a team whose role is to promote and represent the interests of British Industry. The vacancy is in the Economic Policy Department.

The successful candidate will be working initially on issues of local government finance with responsibility for overseeing the development of CBI policy in this field in full consultation with the membership. Specific duties will include monitoring developments, drafting the CBI response to the forthcoming Government consultative document on local authority finance, and preparing the CBI briefing for businessmen involved in rate consultations with local councils.

Candidates for the post must have a degree in economics or a related discipline. They will be numerate and able to communicate clearly both orally and in writing. A strong analytical capacity is essential. A knowledge of local authority finance is desirable but able candidates without such experience will be considered. It is likely that the person appointed will be in the age group 28-35.

Salary will be competitive and negotiable depending on age, qualifications and experience.

Please reply enclosing comprehensive CV and stating present salary to Personnel Department, Confederation of British Industry, Centre Point, 103 New Oxford Street, London WC1A 1DU.

CENTRAL LONDON LAW CENTRE

requires

SOLICITOR

(min 3 years qualified).

For house advice, casework and development work.

Bengali or Cantonese speaker preferred. G.L.C. funded. Salary £11,040 inc. London Weighting.

All applications considered regardless of race or sex. Closing date 31st May, 1985. Phone Val Hughes for application form/details.

Re-advertisement.

Previous applications will be considered.

North East London Polytechnic

SENIOR LECTURER

IN LOCAL GOVERNMENT FINANCE

Salary £11,175 to £14,061 plus London Allowance £1,038 p.a.

Candidates should possess academic qualifications and have extensive experience in local government finance. The ability to teach in other areas of local government finance would be an added advantage.

We are looking for a candidate who has financial management in local government, including budgeting, costing and financial control. Further to be able to deliver lectures, seminars and tutorials, and to undertake research, performance review, cost benefit analysis and consumer studies. For interview details see application form.

Application forms and further details may be obtained from the Personnel Officer, North East London Polytechnic, 150-154 High Road, Chislehurst, Kent DA2 7JL. Tel: 0181 609 7725, ext. 3116. Please quote ref. no. 1/85.

Closing date for receipt of applications: June 3.

King's College School of Medicine & Dentistry

of King's College London

Denmark Hill London SE5 8RX

PROJECT OFFICER

Smoking Education in the Workplace (Second Phase)

Applications are invited for this research and development project funded by the Health Education Council. The phase will develop and extend the existing programme of the 'Action on Smoking in the Workplace' to include the Academic Department of Community Health.

Applicants should possess a relevant degree in health, social sciences or education and have experience in research. Preference will be given to those with experience in health education and health promotion in the workplace.

Starting salary: £6,735 p.a. (annualising to £9,215 in second year, and £9,581 in third year). The post is funded for three years and initial contract period is 12 months.

Applicants including full curriculum vitae and names of two referees should send their applications to the Project Officer at the above address, from 10.30 a.m. to 4.30 p.m., 1985. Closing date June 5, 1985.

CRANSTOWN PROJECT

A well established programme based community for ex-drug dependants, situated in Surrey, requires a new staff member to balance the team.

Experience of group work as well as a great deal of energy and imagination is necessary for this challenging post.

Formal qualifications are not vital but will be useful. The post is non-residential although overnight cover will be expected on a rota basis.

Salary £8,387 to £9,280 (including overtime payments) depending on qualifications and experience.

For further information and application forms apply to The Administrator, The Cranston Project, Limited, Rosary Park, Priory Lane, Roehampton, London SW15 5JL. Telephone: 01-878 0108. Closing date: June 12, 1985. An Equal Opportunity Employer.

Redbridge Health Authority

GOODMAYES HOSPITAL

RESEARCH ASSISTANT

(6 months) Ref 1270

Salary: £6,573 p.a. incl. LWA

Psychology / Social Science Graduate required to work with our Rehabilitation team undertaking a survey of long-term mentally ill patients within the Unit.

The project is aimed at determining attitudes amongst patients and relatives and wishes for their own future care.

Interviewing skills useful.

For application form and job description contact: Personnel Department, Goodmayes Hospital, Barley Lane, Goodmayes, Essex. Tel: 0206 8069, 24 hour answering service.

HEALTHCARE ACTION GROUP

is seeking a **CAMPION WORKER** for a 30-hour week, £4,015 p.a. (incl. pension). Successful candidate will be offered a 3-year contract. Closing date: June 14.

GLASGOW DISTRICT COUNCIL

An Equal Opportunity Employer

HOUSING DEPARTMENT

PERSONNEL OFFICER

£12,660 to £13,680

Glasgow is the largest Urban Housing Authority in Western Europe, with 175,000 houses under management and extensive Private Sector responsibilities. The Council is recognised as innovative and progressive in tackling the City's housing problems in the face of severe financial constraints. The success achieved to date is very much due to the calibre, commitment and efforts of our 3,000 staff (1,400 administrative, professional, technical, and clerical, 750 manual, 850 MSC funded).

The Personnel Officer manages a section of nine staff and is responsible to the Deputy Director for developing and renewing Personnel Policies and Practice and providing professional advice and support to Managers on all aspects of personnel management including recruitment and selection, grievance and discipline, health and safety, welfare, trade union, and employee relations.

We are anxious to develop the management of human resources and are actively promoting policies for staff development and manpower planning.

The successful applicant will be required to work closely with the Training Section in implementing policies for career development.

Applicants should have extensive experience of the above areas in either the public or private sectors and should be able to operate at senior level in a demanding environment. All vacancies are open to suitably qualified disabled persons. Superannuation, sick pay, and free life assurance schemes in operation, along with a 35-hour week and flexible working hours. Generous relocation expenses payable in appropriate cases.

If you are interested in this challenging post and would like to discuss it informally, please telephone David Comley, Deputy Director of Housing, 041-227 4818, from whom application forms are available to be completed and returned by Friday, June 21, 1985.

PLEASE QUOTE REF. GUA/21/85

GLASGOW'S MILES BETTER

CHIEF EXECUTIVES DEPARTMENT

RE-ADVERTISEMENT

ASSISTANT INDUSTRIAL DEVELOPMENT OFFICER

(£12,243-£13,326)

The Borough Council gives high priority to industrial development and employment creation.

A vacancy now exists for this demanding post in a busy Industrial Development Office.

The section operates a programme of advance factory building, industrial land provision, financial assistance schemes and offers an industrial counselling service. The scale of activity ranges from involvement in the Nissan development to operating a series of innovative schemes designed to encourage new small businesses.

The successful candidate will have had several years work experience of industrial development, will possess a relevant degree-level qualification and will need a considerable level of energy and commitment in order to succeed in this post.

A casual user car allowance is payable.

Previous applicants need not re-apply.

Further details and application forms can be obtained from the Industrial Development Officer, P.O. Box 100, Town Hall and Civic Centre, Sunderland, SR2 7DN. Telephone: Sunderland 76161 extender 2008.

Closing date: 3rd June, 1985.

borough of sunderland

This Council is an equal opportunities employer.

TRADES UNION CONGRESS

The TUC requires an

ASSISTANT

In its International Department

Trade Union experience, a qualification in a social science, and ability to speak a foreign European language are advantages.

Salary, including London Weighting, starts at £10,991 rising to £14,440.

Write for details and an application form (quoting Ref. ID1) to:

The General Secretary, Trades Union Congress, Congress House, Russell Street, London WC1B 3LS

Closing date: 3rd June, 1985.

The TUC is an Equal Opportunities Employer

THE CLYDESDALE PROJECT

Project Leader

£10,412-£11,906

This challenging development in working with young people, is funded for an initial 3-year period, by Social Work Services Group and supported by the Glasgow Region Social Work Services Group.

The project aims to offer support, within their own communities, to young people (mainly 12-16) in trouble or difficulty. The leader will be responsible to an independent Management Committee and will assist them in selecting 2 further full time workers. They should have knowledge and experience in work with young people, in particular difficult adolescents, both in an individual and group setting. They will undertake a development bid for the Project which should include volunteer involvement and community motivation.

Clydesdale District, covering 530 square miles, consists of scattered communities, each with its own identity, reflecting the agricultural and mining history of the area.

Applicants are invited from those qualified in Social Work, Education or Community Work, although other qualifications and/or experience will be considered. A valid driving licence is essential.

Application forms are available from: The Clydesdale Project c/o B. Burchard, Runcorn, Cheshire WA6 9AL.

Closing date for applications: 31st May.

For informal discussion, phone Sandra Orlove on 0698 814028.

THE NATIONAL COUNCIL FOR CIVIL LIBERTIES

Women's Rights Unit is looking for a

POSITIVE ACTION OFFICER

The job is about improving equal opportunities for women's employment, training and promotion.

Writing and speaking skills, work experience with women's organisation and trade unions important.

35 hours per week, salary £9,407, 22 days plus 4 days holiday, LVs, GLC funded.

Send large size cv for job description and application form to: NCCL, 21 Tabern Street, London SE1 4LA.

Closing date: 7th June, 1985.

Social Services

Adoptions and Fostering Officer (Child Care Unit)

£10,404-£11,025 p.a. Ref: SJ/318/70

Can you offer experience in child care and fostering and adoption in particular, plus organising ability? Would you like to move from direct practice for a period to develop another dimension of child care experience? This post can provide an opportunity to extend your career and develop your professional knowledge by sharpening your professional, advisory and training skills, giving experience of work in a major department with senior staff, medical and legal advisers and Panels, and by expanding your understanding and experience of issues and cases in the child care field. Based at County Hall, your focus will be on achieving effective adoptive arrangements in terms of advice, decisions, representation of the Adoption Panel and co-ordination of cases in conjunction with colleagues (Senior Substitute Family Care Workers) in areas. You will be involved in liaison with local and national bodies, and be part of a small team working constructively to the many challenges in this field. You would find the role to be greatly valued professionally. Contributing opportunities for professional and personal development are supported. The previous postholder has been appointed to an area senior post.

To discuss the job/match staff contact Jan Cochran on Nottingham (0502) 823823, Ext 4014, or Rod Jones on Ext. 4016. Interviews will be held on 21 June.

Senior Social Worker

(North West Area Office) Ref: SJ/317/70

£10,404-£11,025 p.a.

A qualified and experienced person is required to lead a busy social work team based on a council estate on the fringe of the City. The successful applicant will be expected to become involved in community social work aspects on the estate.

For further information/discussion contact: Jeff Parson, Area Director or Malcolm Dixon, Assistant Area Director on Nottingham (0502) 236331.

Senior Social Workers (2 posts)

(Community Mental Health Teams) Ref: SJ/316/70

£10,404-£11,025 p.a. (Post 1)

Central North Health District Team, Newark Area Office, 20 Balderton Road, Newark, Notts.

Post 2: Central North Health District Team, 9 Ransom Road, Ransom Road, Notts.

Ref: SJ/317/70

There are five Community Mental Health Teams in Nottinghamshire which were established to develop residential and support services for mentally handicapped people and their families. Applicants (male or female) should be qualified Social Workers who are capable of providing support and supervision to social services staff, able to conduct inter-agency negotiations and plan jointly with other professional and voluntary groups, and who can develop projects and plan effectively towards them.

For further information/discussion contact: (Post 1) Andy Lowe on Newark (0535) 7771, Ext. 251. (Post 2) Don Phillips on Mansfield 759661 or Alan Clark, Development Officer (Mental Handicap) on Nottingham 823823, Ext. 3943.

Nottinghamshire County Council

County Hall - West Bridgford Nottingham NG2 7QP

SOUTHWARK MEDIATION SCHEME

Project Initiator

Grade SO1

— Including London Weighting £10,725 — £11,355

12 month development post with a possibility of extension if funding becomes available.

This is a new independent scheme being set up to provide a community based dispute mediation service in Southwark. A wide range of disputes will be referred to the service ranging from problems over noise, vandalism etc., to criminal matters.

The Project Initiator will be working over a period of twelve months to put the scheme into operation.

She will be responsible for researching the form the scheme would take, consulting fully and working with the local community and thereafter putting the scheme into operation including the development and implementation of a training programme for volunteer mediators.

A wide range of backgrounds would be relevant preferably with experience in one of the following fields:—

Counselling work, facilitator or arbitration work, community work or legal work.

Interviews — 21st June, 1985.

For further details please write to:—

D. N. Hancock, Secretary to Interim Management Committee, 49 Stratford Road, London SE24 9HL

Closing date for applications — 7th June, 1985.

LONDON BOROUGH OF EALING

Architectural Division

BUILDING SERVICES ENGINEERING ASSISTANT (ELECTRICAL)

£6,579-£9,771 pa (starting salary depends upon qualifications and experience)

Are you expecting to graduate this summer and looking to a career in Telecommunications? Then read on.

A vacancy has arisen for science graduates or junior telecommunications technicians to develop their careers by joining the Building Services Section of the Borough's Architects Department. You will be engaged in the design specification and contract management of telecommunications services for a variety of projects.

Please quote reference 731AR. Closing date: 7th June, 1985.

Town Clerk's Department

INFORMATION AND ADVICE OFFICER

£6,579-£7,077

To give information to members of the public on a range of matters such as consumer affairs, housing and welfare benefits. Candidates should be educated to degree level. A working knowledge of French and/or German would be an advantage due to our town's bilingual arrangements.

Please quote reference 3057C. Closing date: 7th June, 1985.

Application forms obtainable from the Personnel Office, Room A/204, Town Hall Annex, New Broadway, Ealing W5 2BY

PUBLIC APPOINTMENTS

ADMINISTRATION DEPARTMENT Advice Arcade Manager

PO (38-41) £11,582-£12,645 p.a.

The Council is committed to the establishment of an all purpose City Centre Advice Arcade providing consumer advice, welfare rights guidance and housing advice to the citizens of Norwich and the surrounding area.

To help achieve this goal, an enthusiastic person is required to co-ordinate the establishment and development of the Arcade who will later take the day to day management responsibility for the project. The postholder will be responsible for ensuring the provision of an effective advisory service to the public by:-

- acting as the Centre's specialist on legal matters and, in consultation with the Administration Department, interpreting laws, regulations and practices relating to advisory matters;
- ensuring staff are aware of changes in legislation or any matters which may affect their role as Advisory Officers;
- discussing cases with Ward Councillors, the DHSS, Age Concern and other caring or statutory bodies;
- working closely with the Centre's staff on complex cases;
- visiting housebound clients;
- advising the Council's Committees and Working Parties, as required;
- assuming day to day management responsibility for financial and personnel matters.

This position is likely to appeal to someone with a commitment to the advisory services mentioned and with a capacity for hard work. The successful applicant must be able to communicate with, and retain the respect and trust of, people in all walks of life at all levels. Experience in one or more of the advisory services would be a distinct advantage and the ideal candidate would also have a legal background. However, quality of character, a sympathetic approach and management skills matter too.

Further details and an application form are available from Ken Coddling, Personnel Department, City Hall, Norwich. Tel: (0693) 62233 Ext. 226. Completed applications should be returned by 10th June 1985.

Norwich is an equal opportunity Employer



CHIEF EXECUTIVE'S DEPARTMENT

POLICY DEVELOPMENT OFFICE

The Council is committed to tackling local deprivation by the development of services, a radical programme of decentralisation and by a commitment to equal opportunities and participation. Two people are needed to join a small team advising the Chief Executive and Councillors on policy development and priorities.

PRINCIPAL POLICY DEVELOPMENT OFFICER (P.O.) (MATERNITY LOCUM APPOINTMENT) (£259.44 per week inclusive)

Candidates need to have a minimum of 3 years' experience in policy analysis and/or programme planning. This will need to have included working with senior specialist and non-specialist personnel as well as the preparation and presentation of reports to committees or similar bodies.

Candidates need to be able to analyse complex issues, develop policy options and assess their implications (including financial) clearly in written and oral reports. Knowledge of budget making and associated procedures for setting priorities is essential as is the ability to co-ordinate the work of staff from different departments and to understand of present Government policies on local authority finance and the inner cities is essential.

Ref: CE.1.

SENIOR POLICY DEVELOPMENT OFFICER (S.O.2) JOB SHARABLE

£11,652-£12,273 per annum including £1,248 London Weighting

Candidates need to have a minimum of 3 years' experience in policy analysis and/or programme planning. This will need to have included working with senior specialist and non-specialist staff as well as preparing and presenting reports to senior staff as well as preparing and presenting reports to senior staff as well as preparing and presenting reports to senior staff.

Ref: CE.2.

Application forms and job descriptions available from the Borough Secretary, Town Hall, Upper Street, London, N1 2UD. Tel: 01-359 9010 (24 hour answering machine) quoting the appropriate reference. CLOSING DATE: 7th June 1985.

Our jobs are open to all races, both sexes, disabilities and gay men and we have a positive attitude towards the employment of disabled people.

GLC Working for London

Our equal opportunities policy can work for you. In many areas of the Council's work, women, ethnic minorities and people with disabilities are under-represented. Our positive approach to equal opportunities is aimed at redressing this imbalance and we would particularly welcome their applications for the post.

Department of Mechanical & Electrical Engineering

Deputy & Assistant Directors

Two chartered members of either IEE, IMechE or CIBSE with extensive professional and management experience, gained in large engineering design or maintenance organisations, are being sought to run key branches within the Department of Mechanical & Electrical Engineering. Design & Electrical Policy Branch - concerned with the design, installation and commissioning of mechanical, H & V, electrical and electronic projects and services for the GLC and ILEA, a large energy management programme and the maintenance and operational activities within GLC and ILEA buildings, the Woolwich Ferry, Thames Piers and tunnels plus a wide range of electronic installations and equipment.

The Deputy Director will carry additional departmental responsibilities and along with the Assistant Director will be a member of the Department's Management Board.

Deputy Director: £25,533-£27,591 inc. Ref: SE6396.

Assistant Director: £25,561-£25,533 inc. Ref: SE6395.

Write to FE/SE1/SQA, Room 1B35 or tel: 01-635 5136.

Application forms must be returned by 7 June 85.

To obtain your form write to the appropriate Staff Section, quoting the ref. and room number on the envelope, to: GLC, The County Hall, London SE1 7PB. Or telephone the number given.

The GLC is an equal opportunities employer.

We invite applications from women and men from all sections of the community, irrespective of their ethnic origin, colour, sexual orientation, disability, who have the necessary attributes to do the job.

Job sharing arrangements are open to all applicants.

YOUTH SERVICES

COMMUNITY SERVICE VOLUNTEERS

THE NATIONAL VOLUNTEER AGENCY

FIELD WORKER: BASILDON

An energetic diplomat is required to work in partnership with Essex Social Services on the voluntary sector in the Basildon area. The successful candidate will be responsible for recruiting, training and supervising a team of volunteers who will be working with the elderly and disabled in the community.

Salary NVC Scale 6, £8,724 to £9,504 per annum (plus expenses and travel allowances). Closing date June 1, 1985.

Write for details and application form to Susan Heywood, CSV, 237 Portico Road, London N1 0NU.



TURNING POINT is a registered charity and company limited by guarantee in the field of drug and alcohol abuse. Recently, Turning Point extended its activities to include residential mental health. Founded in 1984, Turning Point currently operates 30 centres throughout the country offering a wide range of services to clients and their families and other professional agencies.

SENIOR SOCIAL WORKER

Davies Centre, London SW8

£9,780-£11,355 inclusive

The Davies Centre is a 15-bedded rehabilitation project for male and female problem drinkers.

The project is directed towards the group of problem drinkers who do not need an intensive therapeutic programme and as part of this approach works with the management of relapse. Also the project offers some community-based counselling. A Senior Social Worker with experience in the residential and alcohol field is required; with experience of counselling problem drinkers, liaising with other statutory and non-statutory agencies, and should have a flexible and imaginative approach to the work of the agency.

Further details can be obtained from Andy Fox on 01-627 1242.

SOCIAL WORK ADMINISTRATIVE OFFICER

London EC1

£9,994 inclusive

A person is required to assist one full-time and two part-time Regional Directors in the administration of the Social Work Department at Head Office.

This post carries a large range of responsibilities and we are looking for someone who can use his/her own initiative and work under pressure. Applicants should be numerate and have sound secretarial and administrative skills. Applications would be particularly welcome from graduates.

For application form and job description, please telephone 01-606 3947. Closing date: 28th June, 1985.

WIGAN & LEIGH COUNCIL

FOR VOLUNTARY SERVICE

This new C.V.S. is appointing three full-time Workers funded by a three-year Urban Aid grant. We are looking for enthusiastic and energetic people committed to working with voluntary and community groups. The three posts are:-

CO-ORDINATOR

responsible for overall direction. Salary: £8,114.

ADMINISTRATIVE/RESOURCES WORKER

responsible for running resources. Salary: £8,114.

FIELDWORKER

responsible for outreach work to local groups. Salary: £8,114.

For full details and large A4, 50 Wigan and Leigh C.V.S., c/o Judy Robinson, 52, Wigan Road, Leigh, Lancs W17 1QH. Closing date: 10th June, 1985.

DAY CENTRE

TEAM LEADER

sought by THE CABLE ST. PROJECT (part of St. George's Methodist Church) at the start of the new phase of its work with homeless men and women in the East End of London.

The post-holder will be responsible for the day-to-day operation of the Centre including staff management and supervision. She will also be involved in the face-to-face work with the users of the Centre.

Salary: £8,532 + £1,248 London Weighting (under review).

This is an equal opportunities appointment with GLC funding.

For further details and application form contact: Rev. Vernon Marsh, 240a Cable St., LONDON E1, (790 4121).

ARCHITECTS & PLANNERS

SHARFIELD UNIVERSITY

ARCHITECTURAL CONSULTANCY LIMITED

ARCHITECT

The Department of Architecture has recently established a consultancy service for the University building. The successful candidate will be responsible for the design and construction of a new building for the University.

Applications are sought with not less than three years post graduate experience. High level of design ability is essential.

£13,252, within range £7,590 to £13,252, within range £7,590 to £13,252.

Applications with the names of two referees should be sent to: The Department of Architecture, University of Sheffield, Sheffield S10 1TN. Closing date: 31st May 1985.

ARCHITECTS & PLANNERS

SHARFIELD UNIVERSITY

ARCHITECTURAL CONSULTANCY LIMITED

ARCHITECT

The Department of Architecture has recently established a consultancy service for the University building. The successful candidate will be responsible for the design and construction of a new building for the University.

Applications are sought with not less than three years post graduate experience. High level of design ability is essential.

£13,252, within range £7,590 to £13,252, within range £7,590 to £13,252.

Applications with the names of two referees should be sent to: The Department of Architecture, University of Sheffield, Sheffield S10 1TN. Closing date: 31st May 1985.

YOUTH SERVICES

EXPERIENCED YOUTH WORKER

SOUTHWICK NEIGHBOURHOOD YOUTH PROJECT, SURREY

Salary scale 5 Point 24 to Scale 6 Point 30 (£7,590 to £9,140)

SWY is looking for Co-ordinator with the experience, commitment and creativity to develop youth work in an area that has one of the highest youth unemployment rates in the country.

The work of this independently managed project is diverse. It includes close co-operation with other projects and agencies, detached work, group work, short-term projects and development work.

Further details from T. Gledhill, 43 Rhodesia Road, Redhouse, Sunderland, Tyne and Wear.

Closing date June 21, 1985

CATERHAM

YOUTH AND COMMUNITY WORKER

£8,532-£9,533

To maintain packages of use Caterham Leisure Centre by the local authority to provide opportunities to young people to new activities and to provide their leisure time through a programme of social, cultural and sports activities. The successful candidate will be a member of the Youth and Community Management Board.

Further details from T. Gledhill, 43 Rhodesia Road, Redhouse, Sunderland, Tyne and Wear.

Closing date June 21, 1985

ELIZABETH FRY HOSTEL, READING

DEPUTY WARDEN

Due to COSW secondment of the present Deputy, a two-year DEPUTY WARDEN appointment will shortly be made at this Home Office approved Probation and Bail Hostel, which caters for 16 male and female residents and is managed by the Elizabeth Fry Trust, a Christian Foundation.

The successful candidate will be expected to play a full part in the day-to-day administration of the Hostel, assist in the training of junior staff and carry out a varied programme of social skills activities with residents.

Applicants should be over 25 years of age and have previous residential experience. Personal qualities of understanding, resilience, firmness and flexibility are required to achieve the necessary balance between Care and Control.

Appointment subject to NAC Scheme of Conditions of Service. Salary: Grade 4 points 24 to 27 with additional points for qualifications.

For informal discussion and job application form contact: The Warden of Elizabeth Fry Hostel, 6 Coley Avenue, Reading RG1 3LQ. Telephone: Reading (0734) 52255.

Closing date for applications: 17th June, 1985.

Selected candidates will be required for interview in early July.

PRINCIPAL RESEARCH AND PLANNING OFFICER

£14,538-£19,387 p.a.

We need an imaginative, enthusiastic and innovative person to head a small Research and Planning Unit based in Headquarters in central Bradford. The Unit was established three years ago and we now wish to further develop its work by extending the role of the Unit Leader.

The newly defined job, reporting to the Assistant Director (Management & Planning), offers an exciting opportunity to influence the development of Educational Services in Bradford and to work with elected Members and to participate in the development, implementation and monitoring of educational policy. This will involve taking a leading role in the production of the Directorate's Service Plan. Ideally you will have experience of service level in a Local Education Authority, though applicants with policy planning experience from a wide range of backgrounds will be considered.

Key responsibilities will include:-

- Taking a leading role in establishing a more effective process for planning educational and leisure services.
- Supporting service managers in rigorous reviews and evaluation of service provision in relation to need.
- Establishing and ensuring the implementation of a programme of research in line with the Directorate's priorities.

This is a re-advertisement and previous applicants will be re-considered. Ref: E17785G

OFFICER IN CHARGE

£10,107-£11,025 p.a.

Wessex Coast is a new home for 24 mentally handicapped adults situated in the village of Ide approximately 2 miles from the centre of Blandford. The building incorporates a 4 bedded unit for the profoundly handicapped as well as a rehabilitation unit. It is envisaged that the home will be a resource centre in the development of a larger network of facilities. The aim of the home is to provide a caring, supportive, stimulating environment in which the residents can acquire and develop social, domestic and occupational skills in order that they may live as independently as possible.

Applicants should have a minimum of 2 years managerial experience preferably in a residential setting, experience of working with mentally handicapped people and the ability to motivate and supervise staff. It would be advantageous if you had the DTW4, COSW or the CSS or relevant training qualification. We are looking for members of staff who have the ability and ability to work outside traditional models, who can respond to changing needs and demands of the mentally handicapped.

Bradford's population is multi-racial, and it will be essential for the people employed to be able to respond to the needs of clients from different cultures and a knowledge and expertise in this area will be desirable.

This is a re-advertisement and previous applicants need not re-apply. Further information from Shiv Singh, Senior Residential and Day Care Officer, Tel: 0274 752930 or Mr. J. M. Smith, Principal Residential and Day Care Officer, Tel: 0274 752935. The closing date is 31st May 1985. Ref: RDC/773

This Council supports the principle that all employees should be encouraged to be members of an appropriate trade union recognised for the purpose of negotiation and consultation.

PLEASE WRITE FOR APPLICATION FORMS quoting the post ref. on the envelope to the City Personnel Officer, Personnel Office, 3rd Floor, City Hall, Bradford BD1 1HY.

City of Bradford Metropolitan Council

We are an equal opportunities employer and welcome applications from candidates of any age, sex, race or disability unless otherwise stated.

UNITED ARAB EMIRATES

The post of AGRICULTURAL MANAGER has become available, at the Mazaid Experimental Agricultural Centre, for a person with the following qualifications:

- A PhD in plant protection (insecticides, plant diseases) with wide experience in field work and green houses, and with a minimum of 14 years experience.
- OR - An MA in the above mentioned subjects, with not less than 19 years experience.
- OR - A BA in the above mentioned subjects, with not less than 24 years experience.

Basic salary: 6,500-7,000 Dirhams per month

All applications with full CV must be accompanied with photocopies of the said certificates, and photocopies of applicants' passports.

The closing date for applications is the 2nd June, 1985.

Applications should be sent to:

The Assistant Under Secretary
Mazaid Experimental Agricultural Centre (1/1)
c/o The Embassy of the United Arab Emirates
Information Department
30 Prince's Gate, London SW7 1PT

ELIZABETH FRY HOSTEL, READING

DEPUTY WARDEN

Due to COSW secondment of the present Deputy, a two-year DEPUTY WARDEN appointment will shortly be made at this Home Office approved Probation and Bail Hostel, which caters for 16 male and female residents and is managed by the Elizabeth Fry Trust, a Christian Foundation.

The successful candidate will be expected to play a full part in the day-to-day administration of the Hostel, assist in the training of junior staff and carry out a varied programme of social skills activities with residents.

Applicants should be over 25 years of age and have previous residential experience. Personal qualities of understanding, resilience, firmness and flexibility are required to achieve the necessary balance between Care and Control.

Appointment subject to NAC Scheme of Conditions of Service. Salary: Grade 4 points 24 to 27 with additional points for qualifications.

For informal discussion and job application form contact: The Warden of Elizabeth Fry Hostel, 6 Coley Avenue, Reading RG1 3LQ. Telephone: Reading (0734) 52255.

Closing date for applications: 17th June, 1985.

Selected candidates will be required for interview in early July.

SOLICITOR

required immediately to work with local community in East Dulwich General Improvement Area, London SE22.

This post is GLC funded and is for a fixed term ending March 1986.

For details and application form, contact:

Southwark Law Project,
29/30 Lushington Lane,
SE22 8EW.
Tel: (071) 293 1024.

Closing date: 3rd June, 1985.

Equal opportunities employer.

RESIDENTIAL SERVICES

OFFICER — Ref G662

£14,574 to £15,606 incl.

Following an internal promotion we need a Residential Services Officer to manage our children's Residential services comprising nine establishments, extensive use of private and voluntary homes, and developing schemes for children leaving care. Applicants must hold a relevant qualification, have at least five years' post-qualifying experience, and provide evidence of proven management skills.

SENIOR COURT WORKER — Ref G664

£11,964 to £13,491 p.a. incl.

The court section is based in the borough's largest Area Social Services Office off Ladbroke Grove. It serves the Inner London Juvenile Court and forms an important specialist resource for the Social Services Department. Kensington and Chelsea has a wide variety of children at risk, with both delinquency and child abuse typical of urban areas.

You should be qualified and experienced in Juvenile Court work and ready to take responsibility for the section. There are opportunities to develop the service on both the criminal and care sides. You will need to establish good relationships with other agencies and an advisory role within the department.

For informal discussion contact Stephen Barber, Principal Social Worker, on 01-937 5464, ext. 604.

The Royal Borough of KENSINGTON AND CHELSEA

Application forms quoting appropriate refs. from the Personnel Section, The Town Hall, Horton Street, London W8 7NL. Tel. 01-937 8562 (24-hour answering service). Closing date for applications June 10, 1985.

WE ARE AN EQUAL OPPORTUNITIES EMPLOYER

Tenant Liaison Officer

You will need good communication skills and expertise in getting the best from groups with disparate views and abilities and in promoting good working relationships with the Council. Experience in community development or a similar field would be valuable, as would local authority or new towns housing experience. You should also hold a relevant qualification.

This is a new post graded S01 £9,477-£10,107 p.a. Generous relocation allowances include grants of up to £3,750 plus full reimbursement of removal costs, travel and lodging allowances.

For details and an application form telephone Brighton (0273) 29801 ext. 575 or write to the Borough Housing Manager, 71 Grand Parade, Brighton. Closing date 7 June 1985.

Borough of Brighton

Services worth defending

Conservation with the Caring Council

Salary: Scale 4 £6,747 p.a. — £7,521 p.a. inclusive

Basildon Council's concept of caring extends to its environment. Already known for its interest in preservation of copse woodland at Bitterley the Council is now well advanced in the development of an area bordering the Thames at Wat Tyler Country Park and has also adopted a policy called Greenway which provides the people of the District with ready access to protected countryside. As a result of internal promotion we need to appoint a Countryside Warden whose main functions will be located at the Country Park.

The person we are seeking will need to be experienced in conservation work with the personal qualities of drive, initiative and artistic flair. A full commitment to conservation with public involvement is essential.

Please quote reference: E1105G.

Closing date: 5 June, 1985.

Further details and an application form are available from the Personnel Section (Recruitment), Basildon Council, Council Offices, Fordingwick, Basildon, Essex. Telephone Basildon 02045 (evening hours only). For further information or enquiries during office hours only telephone Basildon 2942678.

The Council welcomes applicants regardless of race, sex, marital status or disability.

BASILDON The Caring Council

DEPARTMENT OF TECHNICAL SERVICES

SENIOR ENGINEER (ELECTRICAL SERVICES)

£11,907 to £12,990

Applications are invited for the above post in the Mechanical and Electrical Services Section. Applicants should have a proven record of background in electrical building services linked to a proven record of design experience in all categories of lighting, power, controls, and other specialist services.

The successful candidate will be required to technically supervise a small team of electrical staff in all aspects of design standards, specifications, and contract management.

OUTSET ASSISTANT DIRECTOR SENIOR RESEARCHER

Outset is an expanding National Charity dedicated to action and research on behalf of people with disabilities. Current initiatives include: conducting large scale surveys of disabled people and their needs in everyday living in the community; the promotion of new training and employment initiatives for disabled people in information technology. (Currently Outset manages four major employment projects in the London area).

Outset has recently secured long term findings for a series of innovative projects examining the housing needs of disabled people which will culminate in the creation of a comprehensive computerised database. Outset is now able to offer stimulating and challenging opportunities in two key vacancies.

ASSISTANT DIRECTOR — To be responsible in conjunction with the Director for the full range of Outset's activities. The person appointed will assume specific responsibilities on a day-to-day basis for all of Outset's survey and research operations. He/she should be able to demonstrate good experience of organising ability and the necessary skills in communication and management required to lead a highly committed team. The Assistant Director will also be expected to contribute imaginatively to the development of ideas and policy in all areas of Outset's activities.

Salary: local authority scale PO1 plus OLW (C.£12,000).

SENIOR RESEARCHER — The person appointed will lead a team of researchers conducting original research into the needs of disabled people across a range of issues. In particular the Senior Researcher will assume responsibility for a programme of research into the housing needs of disabled people, looking particularly at housing design and for the development of a suitable database on disability. The person appointed should be able to demonstrate a wide range of research experience and must be capable of report writing to a high standard. Knowledge of computer database operation would be an advantage.

Salary: local authority scale SO2 + O.W (C.£17,000).

For application forms please write to: Alex Mackay, Director, Outset, Drake House, 18 Creekside, London SE8 3DZ. Telephone: 01-692 7141 or 01-378 6921. Please specify the vacancy for which you are applying. Closing date 5th June 1985.

Outset is an equal opportunities employer. Applications are welcomed from disabled people.

Job Opportunities

SENIOR ECONOMIC ADVISER
Salary Scale: PO 4-7: £11,562-£12,645 p.a.
In order to implement a broad policy of promoting jobs and job opportunities, a practically minded industrial economist is required to form part of a small team in Preston's newly established Economic Development Department.

The successful candidate will ideally have had experience in commerce and will be conversant with Local Government Economic Development Initiatives and financing sources. The postholder will report directly to the Chief Estates and Economic Development Officer and will be responsible for assisting in the formulation of the Borough's Economic Development Strategy.

Duties will include undertaking research and monitoring activities and there will be direct involvement in the administration of those initiatives implemented. The post carries a casual user car allowance. Temporary housing, furniture removal expenses and a contribution to other associated expenses may be made in appropriate cases. CLOSING DATE: 5th June 1985.

Application forms obtainable from and returnable to the Director of Personnel and Management Services, Town Hall, Preston PR1 2EL. Telephone: (0772) 265894.

We are an Equal Opportunity Employer.

ESTATES & ECONOMIC DEVELOPMENT OFFICE
Preston
Where people mean business

OCTAVIA HILL AND ROWE HOUSING TRUST HOUSING ASSISTANT

An old established Housing Trust working in West London has a vacancy for an experienced Housing Assistant.

Duties include all aspects of housing management with new build estates and older type cottage property.

The Trust is updating its computerised rent accounting system and, although the successful applicant will have the opportunity to become involved with this work, the main emphasis will be keeping in contact with the tenants.

Salary dependent on experience & qualifications within Local Authority Scale 5-6 £7,524 to £9,114 plus London Weighting £1,248.

Applications to: Secretary/Director, Octavia Hill & Rowe Housing Trust, 138 Portobello Road, London W11 2DZ. Job description available on request telephone 01-727 6130.

Senior Planning Assistant

This challenging post is in a division of the Countryside, Minerals, and Tourism Group dealing with all minerals and waste disposal matters (development control and forward planning). Duties include resolving issues arising from minerals workings, e.g. aggregates, brickearth, chalk, clay, or waste disposal in a densely populated county. Candidates should be Chartered Town Planners or with a planning qualification recognised by the RTPI. Salary within Scale (SSO1) £7,524 to £10,107 according to qualifications and experience. Possible progression to £11,025.

Further information and application form returnable by June 7, from the County Planning Officer, Ref. AF(S), Springfield, Sandling Road, Maidstone. Maidstone 671411, ext. 2153/3154.

KENT COUNTY COUNCIL

COMMUNITY/POLICE RELATIONS Regional Co-ordinator (Policing Issues)

(CRE-funded: £10,362 incl. LW re-advertisement) to advise LACRG, CRGs, and community groups on all aspects of policing in London that affect ethnic minorities, including establishment of effective community/police consultation. Requirements: commitment to race equality, knowledge of policing policy and practice, community relations experience, good oral and written communication skills. Secondments considered.

Details and application form (returnable by 12th June) from LACRG, Room 505, Midland House, 20 Vauxhall Bridge Road, London SW1V 2SS (01-871 4549). LACRG is an equal opportunity employer.

THE HEARING AND SPEECH TRUST
In association with The Institute of Laryngology and Otology
Invites applications for a **CAMPAIGN ORGANISER**
preferably with previous fund-raising experience, with specific knowledge of the hearing and speech field. The Trust is involved in raising funds for research into deafness, initially for research at the Institute but ultimately on a national level. Salary up to £10,000 / £12,000 per annum (part-time or full-time). Applications to the Secretary, The Institute of Laryngology and Otology, 25 Gower Street, London WC1E 6BT from whom further details may be obtained.

CAMPAIGN AGAINST ARMS TRADE
requires a second **CAMPAIGN WORKER**
To work with the present co-ordinator in the present co-ordination of the arms trade and peace issues. The job requires a person with initiative and the ability to deal with routine office work, often under pressure. The salary is £3,200 per annum (part-time). The person appointed needs to start work no later than 12th August.
For a job description and further details, send 246 SAE to: C.A.A.T., 5 Calcutt Road, London N1 9JX. Closing date 7th June.

HEALTH
Sheffield Health Authority
UNIT GENERAL MANAGERS
(16 Posts)

Sheffield is one of the largest health districts in the country, serving a population of 520,000. The Health Authority has a budget of £142 million and is responsible for the management of a wide range of services. There are a large number of General Managers in the Authority, each responsible for a specific service. The Authority is seeking to appoint a number of General Managers to replace those who have retired. The successful candidates will be responsible for the management of their respective services, ensuring that they are delivered in a cost-effective manner, and that they meet the needs of the community. The successful candidates will also be responsible for the recruitment and training of staff, and for the development of their services. The successful candidates will be required to have a degree in a relevant field, and to have a minimum of five years' experience in a similar position. The successful candidates will be offered a salary in the range of £10,000 to £12,000 per annum, plus a pension. The successful candidates will be required to start work on 1st July 1985. Applications should be sent to the Director of Personnel, Sheffield Health Authority, 100 Victoria Road, Sheffield S1 2ND. Telephone: 0114 250 1000. Closing date: 7th June 1985.

South Lincolnshire Health Authority
GENERAL MANAGERS
The Authority is seeking to recruit five General Managers to the following services: **COMMUNITY** based in Lincoln with revenue budget of £4.2 million and 550 staff. **MENTAL** based in Lincoln with revenue budget of £4.2 million and 550 staff. **MENTAL HANDICAP** based in Lincoln with revenue budget of £4.2 million and 550 staff. **COMMUNITY** based in Lincoln with revenue budget of £4.2 million and 550 staff. **MENTAL** based in Lincoln with revenue budget of £4.2 million and 550 staff. **MENTAL HANDICAP** based in Lincoln with revenue budget of £4.2 million and 550 staff. Applications should be sent to the Director of Personnel, South Lincolnshire Health Authority, 100 Victoria Road, Sheffield S1 2ND. Telephone: 0114 250 1000. Closing date: 7th June 1985.

Edinburgh District Council
Improving Services — Creating Jobs
The Council is seeking to recruit a number of staff to its various departments. The successful candidates will be responsible for the management of their respective services, ensuring that they are delivered in a cost-effective manner, and that they meet the needs of the community. The successful candidates will also be responsible for the recruitment and training of staff, and for the development of their services. The successful candidates will be required to have a degree in a relevant field, and to have a minimum of five years' experience in a similar position. The successful candidates will be offered a salary in the range of £10,000 to £12,000 per annum, plus a pension. The successful candidates will be required to start work on 1st July 1985. Applications should be sent to the Director of Personnel, Edinburgh District Council, 100 Victoria Road, Sheffield S1 2ND. Telephone: 0114 250 1000. Closing date: 7th June 1985.

Edinburgh District Council
Improving Services — Creating Jobs
The Council is seeking to recruit a number of staff to its various departments. The successful candidates will be responsible for the management of their respective services, ensuring that they are delivered in a cost-effective manner, and that they meet the needs of the community. The successful candidates will also be responsible for the recruitment and training of staff, and for the development of their services. The successful candidates will be required to have a degree in a relevant field, and to have a minimum of five years' experience in a similar position. The successful candidates will be offered a salary in the range of £10,000 to £12,000 per annum, plus a pension. The successful candidates will be required to start work on 1st July 1985. Applications should be sent to the Director of Personnel, Edinburgh District Council, 100 Victoria Road, Sheffield S1 2ND. Telephone: 0114 250 1000. Closing date: 7th June 1985.

Edinburgh District Council
Improving Services — Creating Jobs
The Council is seeking to recruit a number of staff to its various departments. The successful candidates will be responsible for the management of their respective services, ensuring that they are delivered in a cost-effective manner, and that they meet the needs of the community. The successful candidates will also be responsible for the recruitment and training of staff, and for the development of their services. The successful candidates will be required to have a degree in a relevant field, and to have a minimum of five years' experience in a similar position. The successful candidates will be offered a salary in the range of £10,000 to £12,000 per annum, plus a pension. The successful candidates will be required to start work on 1st July 1985. Applications should be sent to the Director of Personnel, Edinburgh District Council, 100 Victoria Road, Sheffield S1 2ND. Telephone: 0114 250 1000. Closing date: 7th June 1985.

Edinburgh District Council
Improving Services — Creating Jobs
The Council is seeking to recruit a number of staff to its various departments. The successful candidates will be responsible for the management of their respective services, ensuring that they are delivered in a cost-effective manner, and that they meet the needs of the community. The successful candidates will also be responsible for the recruitment and training of staff, and for the development of their services. The successful candidates will be required to have a degree in a relevant field, and to have a minimum of five years' experience in a similar position. The successful candidates will be offered a salary in the range of £10,000 to £12,000 per annum, plus a pension. The successful candidates will be required to start work on 1st July 1985. Applications should be sent to the Director of Personnel, Edinburgh District Council, 100 Victoria Road, Sheffield S1 2ND. Telephone: 0114 250 1000. Closing date: 7th June 1985.

Edinburgh District Council
Improving Services — Creating Jobs
The Council is seeking to recruit a number of staff to its various departments. The successful candidates will be responsible for the management of their respective services, ensuring that they are delivered in a cost-effective manner, and that they meet the needs of the community. The successful candidates will also be responsible for the recruitment and training of staff, and for the development of their services. The successful candidates will be required to have a degree in a relevant field, and to have a minimum of five years' experience in a similar position. The successful candidates will be offered a salary in the range of £10,000 to £12,000 per annum, plus a pension. The successful candidates will be required to start work on 1st July 1985. Applications should be sent to the Director of Personnel, Edinburgh District Council, 100 Victoria Road, Sheffield S1 2ND. Telephone: 0114 250 1000. Closing date: 7th June 1985.

Management Officer

SERVICES FOR CHILDREN
PO2 £11,516-£12,900 inclusive
Applications are invited for the above post to work as a member of the Residential and Day Care Management Team having responsibility for the Officers in Charge of a group of residential and day care establishments. These comprise four day nurseries, two under-five centres and three children's homes.
Duties will include providing advice and support to staff, contributing to departmental policy, placing clients, selecting staff and assisting in training and professional development.
Applicants must have experience in working with children and proven management ability. Experience of working in a residential or day care setting would be an advantage. Possession of a social work or other appropriate qualification is essential. Experience/qualification in working with the pre-school child is a requirement of the post.
For further information please contact Ray Hewinson on 01-570 7728 ext 3497, or Sandra Wainman, ext 3347.

Intermediate Treatment Officer

(COMMUNITY TEAM)
Level 2/3 £5,961-£11,373 inclusive with a minimum salary of £3,771 for an applicant with 2 1/2 years post qualification experience.

Interested in a Challenge?

Do you have — sense of humour?
— experience in working with difficult adolescents?
— an interest in effecting change?

If so, why not find out more about the opportunities that exist in Hounslow's I.T. Section?

We offer — a committed and lively team work approach — support, training and supervision — welfare and justice work with children and young people — opportunities for professional development and skills.

A.C.O.S.W./Youth and Community / Teaching qualification is required, together with experience of Social Services work with young people.

If you would like further information, please contact John Blackmore on 01-570 7728 ext 3853.

Interviews will be held on 25 June 1985.

Application forms from the Director of Social Services, The Civic Centre, Leamington Road, Hounslow TW3 4DL. Tel: 01-570 7782, ext 3708. Closing date: 7 June 1985.

Hounslow

An Equal Opportunity Employer

HOUSING DEPARTMENT AREA HOUSING OFFICER

£10,107 to £11,040 per annum

Required to lead one of six small teams of Estates Supervisors to undertake a range of duties concerned with the day-to-day management of approximately 10,000 houses within an area of the City.

The Estates Management Sub-Division forms part of a comprehensive Housing Department. In addition to involvement in many of the recognised functions such as landlord/tenant relationships and environmental conditions there will be an opportunity for significant involvement in encouraging local effort and the development of public participation.

The successful applicant must be self-motivated and able to demonstrate wide practical experience in Housing Management, display a flexible and innovative attitude to meet changing needs, and possess the attribute of team leadership. A sympathetic and responsible approach to problems of tenants is essential.

Applicants should preferably have a degree and/or the professional qualification of the Institute of Housing.

Application forms and further details are obtainable from the Director of Housing, 23-25 Waterloo Place, Edinburgh EH1 3BH. Telephone 031-225 2424, ext. 6284. Please quote reference M3. Closing date June 5, 1985.

Edinburgh District Council is an equal opportunities employer. Applications are invited from women and men, from all sections of the community, irrespective of ethnic origin, disability, or sexual orientation, who have the necessary attributes for the post.

IMPROVING SERVICES — CREATING JOBS

City of Edinburgh

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

Edinburgh District Council

EMPLOYMENT DEPARTMENT PRINCIPAL ECONOMIST

PO1 (a/b) £11,259 — £13,326
The Employment Department is developing a range of radical strategies and initiatives to help businesses and individuals. We are now recruiting a Principal Economist to carry out detailed studies of major sectors of the local economy, as a basis for investment and action by the City Council. The successful candidate will be responsible for the development and implementation of a range of economic analysis with careful dialogue with those who work in those sectors. Based in the Employment Department the officer will concentrate on the public sector. He will involve detailed research, not only to assist in the local authority's defence of existing jobs and services against the threats posed by rationalisation and privatisation, but also to support the development of positive plans for public sector led investment in the local economy. A degree in economics or a related discipline together with several years' relevant experience is required. The officer appointed should have experience of policy research and the preparation of feasibility studies as a basis for investment and action. The capacity to work on her/his own initiative, to assess priorities, to organise a heavy and varied personal workload and to meet tight deadlines is important. Some projects will require intensive work in close association with relevant workers, users and their organisations. PLEASE WRITE OR TELEPHONE FOR FURTHER DETAILS STATING THE RELEVANT POST FROM EMPLOYMENT DEPARTMENT, 78/82A, CLOSING DATE 21ST MAY.

HOUSING DEPARTMENT

The City Council has, over the last few years, made considerable progress in its Housing Department, developing the Area Teams for management responsibility in 22,000 dwellings. An integrated housing management system has been developed to provide a high standard of service to tenants. The Council is currently undertaking a review of housing policies and practices prior to the introduction of a fully computerised housing system. The Principal Housing Officer will be expected to undertake a major role in this exercise. A good grasp of current housing issues together with proven management skills will be required.

PRINCIPAL MANAGEMENT OFFICER (NORTH WEST DIVISION)
PO2 (a-h) £13,326 — £15,363

Will act as deputy to the Assistant Director in the Division having responsibility for the area housing management and a complete specialist housing team. The Council is currently undertaking a review of housing policies and practices prior to the introduction of a fully computerised housing system. The Principal Housing Officer will be expected to undertake a major role in this exercise. A good grasp of current housing issues together with proven management skills will be required.

For an informal check about the job, please telephone John Bailey (Assistant Director of Housing) on 0114 250 1000. This is a re-advertisement and previous applicants need not re-apply.

APPLICATION FORMS AND FURTHER DETAILS FROM: HOUSING DEPARTMENT, TOWN HALL, SHEFFIELD S1 2BA. Tel: 725438. CLOSING DATE 10TH JUNE.

City of Sheffield

An Equal Opportunity Employer

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

City of Sheffield

Metropolitan Borough of Rochdale

An Equal Opportunity Employer

Applications are invited from those with the necessary attributes regardless of race, creed, nationality, disability, age, or sex.

SOCIAL SERVICES DEPARTMENT

H34

Principal Social Worker

PO Scale 3 £11,259 to £12,243

Warning!

TO BE READ ONLY BY THOSE ABLE TO WORK UNDER PRESSURE AND PROMOTE QUALITY, CREATIVITY, AND INNOVATION.

This is a challenging key management post in a busy outposts Area Team.

The Principal Social Worker deputises for the Area Social Work Manager, is the leader of a team of Social Workers and a member of both the Area Management Group and the Department's Fieldwork Management Group.

The Heywood Area Team comprises a total of 35 staff serving a population of around 30,000. There is a high rate of referral notably from elderly and handicapped and from families with children. The Team is divided on specialist lines into child care and an elderly and disablement team. Cases are carefully managed and close supervision and support is provided. There is a tradition within the Team of a high quality of service, and the encouragement of creative and innovative approaches.

The successful applicant will be qualified and will have substantial experience of the management of Social Workers. He/she will be able to demonstrate supervisory skills, an ability to work effectively under pressure, and

PUBLIC APPOINTMENTS

CHIEF EXECUTIVES DEPARTMENT
Economic Development Officer (Job share)
 £15,606 — £17,313 p.a. (inc.)
 pro rate for 17½ hours per week

Camden faces a growing crisis in unemployment and the Council is pursuing a range of policies to assist industry, to develop new enterprises and to improve the job prospects of the Borough's residents. Our programmes include the promotion of co-operatives, financial advice and support to small firms, and the provision of training services. These are carried out in liaison with trades unions, the voluntary sector and existing businesses in Camden.

The EDO leads a small team covering the full range of economic development activities. We are looking for people with experience of dealing with private enterprises, assessing applications for financial assistance, advising small firms, developing skills training and working to improve conditions of employment. If you have experience in all or some of these areas and you can deal with Committees, prepare reports and motivate staff, then we hope you will apply.

Application form (and further details) from and to be returned to: Controller of Personnel Services, Town Hall, Euston Road, London NW1 2BU. Tel: 01-278 4444 Ext 2757 quoting reference no 1A/252/G. Closing date: 17th June 1985.

SOCIAL SERVICES DEPARTMENT
Social Worker
 (Temporary p/t until 20th January 1986)
 £9,510 — £11,964 p.a. (inc.)
 pro-rate for 17½ hours per week

To provide a social work service within a primary health team at the Kenilworth Health Centre.

You will see patients referred by GPs, GVs, HVs, either for assessment for social work support / counselling mainly of a short term nature, keep up to date with resources in voluntary, statutory and NHS provision, liaise and run groups, e.g. bereavement group, for health centre patients, and work jointly with the consultant psychiatrist e.g. family therapy cases.

Teaching of medical students and GP trainees attached to the Health Centre is also involved.

CQSW essential.

Working with a multi-disciplinary team, you must be able to assess appropriately, refer, and carry out short term work. You must be able to teach medical students.

Camden is totally committed to its Equal Opportunities policies in service provision and employment. Members of ethnic minorities are under-represented in this work area in relation to Camden's population profile and applications from members of these groups will be particularly welcome to discuss this imbalance.

Application form from and to be returned to: Director of Social Services, Willing House, 356/354 Gray's Inn Road, WC1X 8BH or telephone 01-537 5621 (Annette) quoting ref no 10/233/G. Closing date: 16th June 1985.

Camden Services
 Equal opportunity employer

Applicants are considered on the basis of their suitability for the post, with equal opportunities for women, ethnic minorities, lesbians and gay men and people with disabilities, and regardless of marital status, age, creed, religion and sexual orientation. All posts are open for job-sharing.

NATIONAL ASSOCIATION OF COMMUNITY RELATIONS COUNCILS

Due to the appointment of the present Chief Officer (Mr. Clifford Boon) to a senior position within the LEA, the National Association of Community Relations Councils seek to fill a high calibre:

CHIEF OFFICER
 Salary range £12,507 — £15,606 pa (inc.)

The NACRC is the national representative body of the 105 Community Relations Councils spread through the UK. As such, it seeks to address and have significant bearing on not only those issues pertinent to specific CRCS but also race and community relations issues across the gamut of initiatives undertaken by Central Government, statutory authorities, the Commission for Racial Equality and related organisations. Applicants will need to possess a wide range of knowledge and experience of race relations issues and ethnic minority communities and organisations; an ability to translate this into concise policy statements; an ability to represent the views of the Association to Government Ministers, senior civil servants, the media, CRCS and senior representatives of the CRE; a full grasp of the workings of institutional racism and anti-racist strategies; the ability to work under pressure and produce detailed policy documents to strict deadlines.

As the Association's premier officer, the person appointed will be expected to manage effectively a staff complement of 20, including the NACRC industrial relations unit and Community Relations Research Unit. He/she will have overall responsibility for office administration, financial affairs, the organisation of conferences and seminars and will act as the principal negotiator on all relevant negotiating and advisory committees within the Commission for Racial Equality.

If you are interested in this challenging position then please contact the NACRC, 816 Cornhill Street, London E1 6ND. Telephone 01-789 6555 for further information and application forms, and/or an informal conversation with Clifford Boon.

Closing date for receipt of application forms and full CV is 13th June, 1985.

The NACRC is an Equal Opportunities Employer.

REGIONAL OFFICER
 London

BTCL

Salary £10,121-£12,053 + London Weighting

The British Trust for Conservation Volunteers seeks to appoint someone to manage the full resources of its London Region to achieve the Trust's targets in the Region.

The successful applicant, probably 25+, must be able to motivate and manage people of all ages to carry out practical conservation projects in the urban / urban fringe. He/she must therefore possess relevant skills and experience. It is essential that he/she should also be a capable administrator and manager with an ability to exercise sound financial control.

The Regional Officer will need to work flexible hours and must have a clean driving licence, as a vehicle is provided.

Application form and further details (for which a 9" x 6" pass photo is required) are available from: Trust Administrator, BTCL, 26 St. James's Street, Warrington, Cheshire, OX10 0EU, to be returned by 12th June 1985.

AGE CONCERN WESTMINSTER

Age Concern Westminster is an independent voluntary organisation funded mainly by Westminster City Council, and carrying out extensive services on the Council's behalf. These include 10 Day Centres and 3 District Offices providing visiting and community work services.

Applications are invited for the post of:

Deputy Organising Secretary

The post-holder, who will be based at our Central Office, will be deputy to the chief officer of the organisation, responsible for personnel and training, planning, policy-making, servicing committees and research.

Salary: Grade PO, £13,157 — £14,229 inclusive of London Allowance.

For further details and application form, please ring or write to: Age Concern Westminster, Central Office, 4 Frampton Street, London NW9 4LE. 01-789 1533.

Closing date for applications: 10th June, 1985.

NATIONAL SOCIETY FOR THE PREVENTION OF CRUELTY TO CHILDREN
PERSONNEL ASSISTANT

A national children's charity based in the City requires a Personnel Assistant to provide a comprehensive personnel service to the staff of the Child Care Division.

Reporting to the Personnel Services Administrator, your responsibilities will include recruitment and selection, SSP / annual leave records, and will offer the successful applicant an opportunity to develop practical personnel skills. Attention to detail and a methodical approach are essential requirements. The post would involve a graduate studying for the IFM, and/or a person who has already embarked on a career in Personnel.

Salary Scale: £7,170-£8,577 p.a., 22 days holiday, and LVs. Please write, enclosing a full cv, to: Personnel Officer, NSPC, 67 Saffron Hill, London, EC1N 8AT.

DIRECTOR
RUNNYMEDE HOUSING UNIT

The Runnymede Trust is looking for a Director to set up and lead a new Housing Unit based within the Trust and be responsible to the Runnymede Trustees. The Unit is an important new initiative concerned with action research in the field of equal opportunities for black people and other ethnic minorities in London's public housing sector. Its primary task will be to develop a London-wide strategy for implementing equal opportunities in public housing through research and dissemination of information. It is funded by the Greater London Council.

Candidates should possess the special skills and capability to create a small but dynamic research unit, and the management skills required to run it efficiently and effectively. The person appointed should have the ability to work closely with the London boroughs and other bodies in order to develop a programme of research into race and public housing, to administer grants and to monitor developments in the field. This should be backed by a strong commitment to improving race relations and a sound understanding, backed by experience, of racial and local government issues. Direct experience in the field of housing would be an advantage but is not essential.

The Runnymede Trust is an independent organisation, set up in 1983 to provide reliable information and promote public education on race and immigration.

The post is initially for two years. Secondments would be considered. Salary not less than £10,000 p.a. Closing date: 4th June, 1985.

For a job description write or telephone: Anna Di-Giovanna, Runnymede Trust, 37a Gray's Inn Road, London WC1X 8PP. Tel 01-404 5266.

The Runnymede Trust is an Equal Opportunity Employer.

ST. KATHERINE'S HOUSING TRUST

provides rehabilitative housing for young single people suffering from epilepsy in 4 houses in Croydon. Two more houses are programmed and the Trust hopes to expand further in other areas.

We are looking for a

SENIOR HOMES MANAGER
 (SO1 equivalent: £10,134 — £10,764)

to co-ordinate the management of the houses and life-skills programmes for the residents; and deal with assessments for acceptance, rehousing, and a

HOMES MANAGER
 (AP5 equivalent: £8,181 — £8,919)

to manage 2 of the houses and provide support for the residents in conjunction with a life-skills worker. Applications should be made in writing, giving details of qualifications and experience to the Secretary, SKHT, 63 Friar Road, Croydon, Surrey by 29th May, 1985.

Threshold
Single Persons
Housing Association

We are a growing, association-based, in Wandsworth and specialising in housing for single people and childless couples in multi-tenanted areas of high housing stress in S. and W. London, and new wish to make the following appointments:

ASSISTANT SPECIAL PROJECTS OFFICER
 Salary: £2,780-£10,382

We are currently working with 27 voluntary agencies on a wide range of shared housing projects for people who need extra care and support. The person appointed will assist our Special Projects Officer in the development and management of this extensive programme. He/she will have experience in housing, preferably in the voluntary sector; be committed to finding imaginative solutions for people with special housing needs; able to work sensitively with voluntary agencies and to deal efficiently and effectively with statutory bodies and funding authorities.

HOUSING ASSISTANT
 Salary: £7,170-£7,658

To join our Housing Management team in providing an efficient, responsive service to our tenants. This new post presents a challenging opportunity for an enthusiastic, capable person to work towards taking on full responsibility for the day-to-day management of the Housing Unit in the Wandsworth area. He/she will have to show a commitment to community housing, though direct experience is not essential as training will be provided. Knowledge of ethnic minority communities would be a distinct advantage. Driving licence essential.

Selfish, 105 South Street, London SW18 2TA. Tel: 01-871 1244.

THRESHOLD IS AN EQUAL OPPORTUNITIES EMPLOYER AND WELCOMES APPLICATIONS FROM CANDIDATES RESPECTIVE OF RACE OR SEX.

UNIVERSITY COLLEGE SWANSEA
Administrative Officer

Applications are invited for the post of Administrative Officer for the School of Biological Sciences. The successful applicant will be required to manage the technical, secretarial, clerical and gardening support services of the School comprising about 40 staff. Applicants should have a minimum of 15 years experience in a laboratory or administrative position and a good honours degree, preferably in a biological science or related discipline.

The appointment, which will date from August 1, 1985 or as soon as possible thereafter, will be on a full-time basis, £13,525-£14,925 per annum on the Lecturers' scale.

Further particulars and application forms (2 copies) may be obtained from the Personnel Office, University College of Swansea, SA2 8PP, to which office they should be returned by Friday, June 7, 1985.

BRITISH AGENCIES FOR ADOPTION AND FOSTERING
MEMBERSHIP/ COMMITTEE SECRETARY
 £8,772-£9,510 including London Weighting

BAAF is a professional association and children's charity with offices near London Bridge. BAAF is looking for someone to handle its computerised record membership system and to organise the despatch of publications and other materials to members. The Membership / Committee Secretary will also undertake some committee work including the compilation of agenda and preparation of minutes.

The ideal applicant will be educated to A or degree level, be familiar with computerised record systems, and Wordstar or a similar word processing system; write easily and concisely; be experienced in committee work and possess first-class administrative and secretarial skills. Most important of all, a methodical approach and close eye for detail, combined with a willingness to work hard as part of a small but committed team. Non-smoker preferred.

If you can offer some or even all of the above, why not contact Jackie Ducker for further details and an application form.

BAAF is an equal opportunity employer.

BAAF, 11 Southwark Street, London SE1 1RQ
 Telephone 01-407 8800

COVENTRY CITY COUNCIL
SPORT AND RECREATION WORKER

Active Life Styles Project
 Scale 4 — £8,555-£12,245

An established and successful project aimed at developing links between physical education, curriculum and post-school participation in sport and recreation. This project is jointly funded by Coventry Local Education Authority and the Sports Council.

The ability to display a flexible and creative approach towards working with young people in a variety of sporting and recreational activities is essential.

Candidates must have held a clean driving licence for a minimum of three years.

The successful candidate will be required to work a 37-hour week on a variable basis. The post is a full-time position of both responsibility and the reward for creative and energetic work.

This is a temporary post initially until March 31, 1986. For further details and application form, please telephone Bob Lawson, 01-222 55448, or write to: Coventry City Council, 20-22, Cumberland Street, Macclesfield, Cheshire, SK10 1DD. Closing date: 24th May, 1985.

SECRETARY TO THE ASSOCIATION
 £12,000

A major and expanding housing association working in an area of high housing and social stress requires a Secretary to the Association to provide a registered charity, the association's principal objective is to provide rented homes for those in serious housing need. It has some 3,500 units under management. Our assets exceed £70 million and we employ about 100 staff.

The Secretary to the Association is responsible to the association's Chief Executive for three areas of work. These are developing and implementing personnel and training policy; overseeing the association's central administration; and acting as company secretary to the organisation. Responsibilities of the post include the supervision of four staff.

No particular background is required. Candidates will however need to demonstrate an enthusiasm for working with people, identification with the association's objectives and an understanding of the administrative needs of a busy organisation.

This is a challenging appointment for someone wanting experience of working at the heart of an efficient and successful housing association.

Closing date: 21st June, 1985.

Application form and job description from: Jane Hamley, Secretary to the Association, Newington & Heston Housing Association, 123 Kingsland High Street, LONDON E8 2PE. Tel: 01-254 1272.

WE ARE AN EQUAL OPPORTUNITIES EMPLOYER

CHIEF EXECUTIVE'S Committee Co-ordination Co-ordinator
 SO.2: £11,652-£12,273 p.a. inc.

Following promotion, the above vacancy has arisen involving the co-ordination of the business of major Council committees.

The position requires sound knowledge and experience of committee work plus the ability to co-ordinate multi-disciplinary teams, prepare reports, represent the department at meetings and advise members and senior management. (Ref: C055.3).

For further information please ring 01-748 3020, Cliff Coleman, ext. 5361 or Mike Jones ext. 408.

HOUSING
District Estates Officer
 SO1 £10,725 — £11,355 inclusive

Are you ready to run your own District within an Area Team?

You would help to provide a local estates management service in a climate of social decline and demand-led pressures.

We are looking for a professionally qualified and well-experienced person to lead a group of committed Estates Officers in their work. You must also want to work positively with Tenants' Associations (including evenings) to involve tenants in the running of their estates.

You will also share in the management of service delivery — at the sharp end of the business in a cost-conscious environment.

If you've read so far and have not yet been put off, then why not ring Peter Fox or Dave Lewis on 01-741 8461 to see if the demands of the job could match your skills and abilities. (Ref: HWH5.4).

Essential user car allowance.

Special Needs Housing Adviser
 Scale 5: £8,772-£9,510 inclusive

The Special Needs Unit is responsible for co-ordinating housing services for the elderly, disabled people, and other groups with special housing needs.

The Unit has a specialist advice and casework role and allocated sheltered warden-assisted and disabled persons housing.

You will have advice/casework experience, proven communication skills and the ability to develop a range of approaches to the housing needs of these groups. (Ref: HARN.3).

LEISURE AND RECREATION Recreation Assistant
 The Fulham Pools
 Scale M3/4: £5,985-£6,645 p.a. inclusive plus shift allowance and weekend enhancements, where applicable.

Are you beachy? Why not ride on the crest of a wave by joining us at the Fulham Pools?

As a result of promotion we are looking for a Recreation Assistant who will be responsible for the poolside surveillance and maintenance of high standards of cleanliness within the complex.

You will also have excellent opportunities to gain further qualifications and to take part in our extensive activities programme. Minimum qualification is the current RLSS bronze medal. Teaching/coaching awards in water based activities would be advantageous. (Ref: RASPF.16).

Application forms (for all posts) from London Borough of Hammersmith and Fulham (Personnel), First Floor, Town Hall extension, King Street, Hammersmith W6 3JU, telephone: 01-741 0904 (24-hr answering service), quoting appropriate reference. Closing date: 7th June, 1985.

Hammersmith & Fulham
 An Equal Opportunity Employer

MACCLESFIELD BOROUGH COUNCIL
Planning Department— Environmental Services Unit

QUALIFIED LANDSCAPE ARCHITECT
 Salary: £5,555-£9,114 p.a.

(Temporary appointment up to 15 months—review on extension)

Required to work on domestic land and environmental schemes.

For further details Tel: (0625) 21955, Ext. 321.

Application forms available from Corporate Services Department, 20-22, Cumberland Street, Macclesfield, Cheshire, SK10 1DD. Closing date: 24th May, 1985.

TRANSPORT CO-ORDINATOR
 £8,262 pa.

Derbyshire Centre for Integrated Living (DCIL)
 An Equal Opportunities Employer

DCIL is looking for disabled and non-disabled people with imagination, commitment and a flair for development work to join in the growth of a new strategy for disability services.

DCIL is an autonomous body jointly sponsored by the Derbyshire Coalition of Disabled People and the Derbyshire County Council in conjunction with the Health Authorities and is based at Ripley. Its aim is to promote and support independent living opportunities and the full integration of disabled people into the community.

The Transport Co-ordinator will work to establish within the county an effective and flexible transport system which will cater for the needs of all disabled people. Applicants should be aware of current issues and legislation regarding transport and disability and should be skilled negotiators.

Must be a car owner with a current driving licence.

Application forms and further details available from: Mr. Norman H. Colledge, (Company Secretary), Derbyshire Centre for Integrated Living, Long Close, Ripley, Derbyshire DE5 3HY. Tel: Ripley 46651.

Closing date for applications 31st May, 1985.

To Advertise in Public Appointments

Write or phone: The Guardian Classified Advertisement Department

119 Farringdon Road London EC1R 3ER Tel: 01-278 2382

or

164 Deansgate Manchester M60 2RR Tel: 061-832 7200 Ext. 2161

Herts Barnet Countryside Management Service
Countryside Ranger

Required to assist with the Hertfordshire Bridleways Project. The duties include the liaison with visitors, farmers and landowners, the supervision of a team of Manpower Services staff and Voluntary Rangers.

Applicants should have a knowledge of estate work, the management of bridleways and the conservation of the habitat and landscape. Sound practical experience and the ability to communicate with people at all levels is essential. A car user allowance will be paid. Commencing salary according to age and experience on scale £4,437-£8,420 plus £192 Outer London Fringe Allowance.

Further details and application forms are available from the Chief Administrative Officer, Planning Department, County Hall, Hertford SG13 8DN, or telephone Mrs Bucklebury on Hertford 54242 ext 5212 (from Wednesday, 29th May, 1985, new telephone number Hertford 55267). Closing date for applications: 19th June, 1985.

EDUCATION DEPARTMENT
Careers Officer
 Scale 5/6, £7,524-£9,114
 BASIC GRADE (2 posts)

CONTINUING EDUCATION BRANCH — CAREERS SERVICE

Applications are invited from qualified or experienced Careers Officers. Students currently studying for the Diploma in Careers Guidance may apply.

Post Ref E13: Older Leaver Specialist (A) Team, Central Careers Office

You will work in a team providing a careers guidance and placing service for students in Sixth Forms and Further Education Colleges in the City. Applicants should also have an ability to deal with enquiries from adults.

Post Ref E14: Longstaff District Careers Office

You will work in a team carrying out the full range of careers work with school pupils, and their parents, the young unemployed and employers.

Application forms and further particulars for both posts are available from the Chief Education Officer, Education Personnel Office, Crown Square, Manchester M60 3BB, quoting the appropriate reference number. Tel: 061-234 7033/7035. Closing date: 7th June, 1985.

HOUSING DEPARTMENT
Senior Officer
HOUSING BENEFIT IMPLEMENTATION GROUP (HOUSING MANAGEMENT)
 SO1, £9,477-£10,107

HOUSING BENEFITS — FROM CHAOS TO CLARITY

The HB Scheme has created a new range of problems for Tenants, Members and Officers. We are looking for two Senior Officers to complete a team of four, led by a Principal Officer, working to develop and implement policies and procedures to overcome many of these problems.

Liaison with other housing staff, particularly in the Department's 15 Area Offices, will be essential as will liaison with the Housing Benefit Office (in the City Treasurer's Department). This liaison will lead to the production of procedure manuals and computer enhancements.

You will need to be a good communicator both verbally and in writing, and you will have to be able to work effectively on your own and as part of a team. You will have a commitment to providing the best service to tenants that the present scheme will allow and you will have experience in one or more of the following areas:

Housing Management, Housing Benefits, Training or Welfare Benefit Advice.

Interested? Then apply!

If you would like an informal chat about this post then ring Steve Mycio, the Principal Officer for the Group, on 061-234 4715. This is a re-advertisement. Previous applicants are invited to re-apply and should submit a new application form.

Area Manager
 PO2, £11,258-£12,243

We are looking for an Area Manager for our East Overcspill Office based in the Hattersley area.

The successful applicant will be responsible for supervising a team of staff in an area office with a full range of deconcentrated management functions and control of approximately 6,500 properties. These will incorporate registration and selection for housing, granting of repairs, responsibility for rent collection through the Giro system and control of arrears incorporating the maximising of tenants' incomes.

The job requires a high degree of commitment, considerable managerial ability and particularly sensitivity to the aims of the Council and the needs of the community.

Within the Hattersley area there is already a strong commitment towards tenant participation, and the successful applicant will be expected to continue and encourage the links between the tenants' groups and the Council.

Experience of housing management would be advantageous but not essential. If you feel able to contribute to the Council and see yourself in this role please telephone for an application form and job description.

Closing date: 7th June, 1985.

Application form and job description available from: Personnel Officer, Housing Department, Room 3021, Level 2, Town Hall Extension, Manchester M60 2JX.

We now operate a recorded telephone answering service for job applications. You will be asked for the following information (a) the life of the post you are interested in; and (b) your name and address. So please have this information ready when you telephone.

Telephone: 061-234 4725.

SOCIAL SERVICES DEPARTMENT

The Social Services Committee has approved a strategy for the development of a Social Work service to the mentally ill in the Central District of the City. The service is collaborative with the Health Authority and other Local Authority services and will be based in Health, Area Offices and Community settings. Eventually it will comprise Social Workers, Community Development Officers and Carers.

The following health-based posts are now offered:

Principal Psychiatric Social Worker
 Salary £10,716-£11,562

Based on the Manchester Royal Infirmary site, you will manage a team of social workers working within a multi-disciplinary team covering one of the two Areas which comprise the District.

Psychiatric Social Worker — Geriatrics
 Salary Level II, £8,004-£9,477 by assessment to Level III, £11,114-£12,076

This post will be based in the recently purpose-built unit and day hospital on the Manchester Royal Infirmary site. It is an integral part of the multidisciplinary approach and Community Care of the Elderly Mentally III. You will carry a caseload, contribute to the teaching within the units in the District, and work closely with colleagues.

For an informal discussion and job description, telephone Dr P. Huxley, Co-ordinator, or Mrs J. Mewer, Principal Social Worker, on 061-273 2762.

Deputy Officer-in-Charge
 NELL LANE COURT, 21 NEWHOLME ROAD, MANCHESTER
 M20 4XA. 061-434 5112

Grade 5, £8,114-£10,107 plus appropriate sleeping-in allowance of £10.00 per night.

An experienced and enthusiastic individual is required to join a team of managers in a 24-place hostel for mentally handicapped adults. The person appointed will be expected to possess considerable experience of caring for the mentally handicapped.

Applicants must demonstrate a high level of skill and imagination in developing individual care strategies, to motivate and supervise staff to this end. Inter-agency liaison is an important function of this post.

Application forms from The Personnel Section, PO Box 536, Town Hall, Manchester M60 2AF. Tel: 061-234 3867/3868 between 9 am and 12 noon. Closing date: 7th June, 1985.

The City Council operates a Union Membership agreement under which a new employee is required to become a member of a recognised Union.

MANCHESTER City Council

Manchester City Council is an Equal Opportunity Employer, and we positively welcome applications from women and men, regardless of their race, ethnic or national origin, disability, age up to 65, sexuality, or responsibilities for dependants.

THE RICHMOND FELLOWSHIP
 is looking for a

REGIONAL SUPERVISOR

to work with four Therapeutic Communities for disturbed adolescents in South-West England.

The post involves supervision of House Warden, staff team support and development, and maintenance of good rehabilitative practices.

Applicants need the capacity to combine the supportive and supervisory functions of the job, through an understanding of the psycho-dynamic issues involved.

Proven experience is needed in working with adolescents, training and managing staff as well as qualifications in mental health / community / social work. Liaison at senior levels with statutory and voluntary agencies will be necessary. Regular middle management meetings are held. A good deal of travelling is involved.

For details please apply to Denise Bette, The Richmond Fellowship, 8 Addison Road, London W14 8UL. Tel: 01-503 6373. Closing date: 10th June, 1985.

BECKTON MOBILE CAB
ADVISE WORKER

We offer a comprehensive Advice and Information Service, including tribunal representation, home visiting, benefit take-up initiative. Interest in welfare rights an advantage. Candidates must be experienced drivers.

Salary: £8181 — £8919.

Closing date: 14th June, 1985.

For application form please send self-addressed stamped A4 envelope marked 'Ref. E43' to Marian Protasiewicz, GLCABS, 31 Wellington Street, London WC2E 7QH.

As an equal opportunities employer GLCABS wishes to encourage positively all applications regardless of disability, race, sex or creed.

Citizens Advice Bureau

BECKTON MOBILE CAB
ADVISE WORKER

We offer a comprehensive Advice and Information Service, including tribunal representation, home visiting, benefit take-up initiative. Interest in welfare rights an advantage. Candidates must be experienced drivers.

Salary: £8181 — £8919.

Closing date: 14th June, 1985.

For application form please send self-addressed stamped A4 envelope marked 'Ref. E43' to Marian Protasiewicz, GLCABS, 31 Wellington Street, London WC2E 7QH.

As an equal opportunities employer GLCABS wishes to encourage positively all applications regardless of disability, race, sex or creed.

Citizens Advice Bureau

ANALYST (PERSONNEL) 1 Post
£12,900-£13,983 per annum inclusive

ASSISTANT ANALYST (PERSONNEL) 2 Posts
£8,919-£9,771 per annum inclusive

Interesting career opportunities have arisen for appropriately qualified and experienced Analyst and Assistant Analysts in the Personnel Section of the Chief Executive's Department.

Merton is a forward looking London Borough based in new Headquarters at Crown House next to Morden Tube Station in South West London. Wimbledon, Morden and Mitcham all fall within its boundaries.

ANALYST (PERSONNEL) - Applications are invited for the post of Analyst (Personnel). It is one of two newly established posts and demands considerable investigative, analytical and report writing skills, together with a good knowledge of employment law and practice, and an understanding of the respective National Agreements affecting Local Authority staff would be useful.

The postholder will be expected to undertake a wide range of activities related to policy and performance review with particular emphasis on personnel implications and assisting with the implementation of policy changes.

ASSISTANT ANALYST (PERSONNEL) - Applications are invited for two posts of Assistant Analyst (Personnel). The postholders will be required to work individually and/or to provide assistance to one or both of the Analysts (Personnel) and candidates will be expected to demonstrate experience and knowledge commensurate with this requirement.

If you are confident you could make a significant contribution to the Personnel Team's success and are seeking a high level of job satisfaction, we would like to hear from you.

Application forms and further details available from Chief Executive's Department, London Borough of Merton, Crown House, London Road, Morden, SM4 5DX, or telephone 01-543 3391.

Closing Date: 7th June, 1985.

LONDON BOROUGH OF
merton

Social Workers (2 posts)
South Western District Office; SE26
£8,166-£11,817 inc.

Team B covers the Sydenham area of South Western district office.

At the moment team has a traditional casework approach to problems on the patch and carries a busy caseload.

There is an increasing commitment to developing alternative ways of providing a service to the patch and there is the prospect of moving to a local office in the foreseeable future.

Two new qualified Social Workers are needed who can demonstrate confidence in dealing with traditional district office work, but who would also have skills in either welfare rights, community development or group work. Experience of working in a multi-racial setting would be a distinct advantage.

Applicants will need to show that they can work co-operatively with existing team members.

Applications from job sharers welcome. A leaflet explaining job sharing will be sent with application form.

Further information can be obtained on 01-899 0111 from David Court (ext. 257), Gail Marling (ext. 261) or the Team B members.

Application form, returnable by 7.30 and detailed job description from Chief Personnel Officer, Riverside Offices, 68 Moleworth Street, London SE13 7EU or telephone 01-318 9257, (24 hour answer service) quoting reference SS 151 and the job title.

LONDON BOROUGH OF
LEWISHAM

Our jobs are open equally to all races and both sexes.

Social Work Department
OFFICER-IN-CHARGE
Robertson House, Lancaster Terrace, Glasgow G12
Salary Scale - R.5.8-£11,040-£11,507.

Robertson House is a new innovative, short-term residential, detoxification centre for 12 young people who wish to stop using drugs and explore alternatives. The programme offered will be drug free (although with medical support) and will involve social skills, activities, groupwork and family work. Robertson will build and maintain close links with community groups, rehabilitation agencies and the social services.

We are seeking a highly experienced person with a proven record of work with problem drug users to manage and develop this unit. Candidates should have management experience in a residential setting and be appropriately qualified. Informal enquiries can be made to Jim Gibb (041-227 6138) or Colin McIntosh (041-227 3570). A package of background information will be given to all applicants.

Application forms may be obtained from the Assistant Director of Manpower Services, Glasgow Sub-Region, Strathclyde House (5), India Street, Glasgow G2 4PF, to whom completed forms, quoting Ref. G387/2, should be returned by 7.30 p.m. on 27th June 1985.

R.M.O. McCULLOCH
Director of Manpower Services

Strathclyde Regional Council

HOUSING OFFICER
£8,043-£9,885 inclusive
plus car allowance and LVs

We are looking for an experienced and enthusiastic person to join our Area Team in Pimlico, Westminster. Duties include the whole range of housing management for 250 properties in Westminster / West London. For application form and job description, please apply to:

Miss Maureen Galvin
4 Denbigh Place
London SW1V 2HB
Tel: 01-834 8959

The Association welcomes applications from all sections of the community.

wph HOUSING ASSOCIATION

NEWHAM RIGHTS CENTRE
A community Law Centre in the East End requires
2 SOLICITORS
One must have 3 years post qualification experience
OR Locum Lawyers
to start as soon as possible to cover until the above posts are filled

Experience in one or more of the following areas is required: **Welfare Benefits, Employment, Housing, Sex and Race Discrimination, Crime, Immigration and Nationality.**

Closing date: 21st June 1985.
Interviews: 24th and 25th June.

Details and application form from:
Newham Rights Centre, 285 Romford Road,
Forest Gate, London E7 9HJ
Telephone 01-555 3331

THE SPASTICS SOCIETY

The Spastics Society is one of Britain's largest charities. It is a dynamic, progressive and campaigning organisation that helps cerebral palsied people in all areas of life. The Society is actively working towards the integration of disabled people into the community and is committed to developing a more positive attitude towards disability. Our staff are of a high calibre and adopt a professional attitude to their work.

Development Officers
£10,716 - £11,562 p.a.

As a result of reorganisation and an expansion of our fieldwork services, our Regions Division wishes to fill four newly created positions.

The work will include identifying the current needs of cerebral palsied people and their families, and developing existing and new services to meet these needs. This will involve working closely with statutory and voluntary organisations and staff from other divisions of the Spastics Society. The Development Officers will also help affiliated groups to develop and improve the services they are offering, and will be expected to help young parents and other local people to form formal or informal new groups relevant to their needs.

We are looking for highly motivated people of graduate standard with a minimum of three years experience in either community development, work with disabled people, social work, education or other relevant field. Management experience of a small team would be an advantage. Preferred age 25-45. Full driving licence is essential. The posts will involve some evening and weekend work.

The four posts cover Avon and Gloucestershire, Coventry, Warwickshire and Leicestershire, Norfolk and Suffolk, Buckinghamshire, Berkshire, Oxfordshire. Please indicate on your application which of these posts you wish to be considered for.

The starting salary will be commensurate with experience. We offer a contributory pension scheme, interest-free car loan and 22 days holiday in a full year (for all jobs).

Applications to Mrs L. Dubash, Assistant Personnel Officer, 12 Park Crescent, London W1, 01-638 5520 extension 228. Closing date for applications 7th June 1985.

Appeals Co-ordinators
£10,716 - £11,562 p.a.

These newly created posts carry responsibility for managing a team of Appeals Officers and ensuring that the Region achieves its fundraising objectives. We are looking for people with proven management experience and the ability to achieve results by getting the best out of our team of Appeals Officers. A background in fundraising or related experience would be highly desirable and it is important that candidates offer the personal skills required of an Appeals Officer.

Since these posts will involve considerable travelling a clean driving licence and a flexible attitude to working unsocial hours including weekends and evenings are essential.

We have vacancies in the following areas: North East, North West, Midlands, East, South East and London.

Appeals Officers
£7,524 - £8,532 p.a.

Appeals Officers are a vital part of our team as the funds they raise help the Society to continue to provide its many important services. The people we are looking for will normally be aged 21+ and have the initiative and imagination to develop new fund-raising methods, contributing to obtain the best results from those already in existence. Although experience and a good education would be advantageous, more essential are the ability to motivate and organise and the communicative skills to deal with a wide range of people. When you fund-raise for a charity you need more than just the

FAMILY SERVICE UNITS
seek
UNIT ORGANISERS
for 3 LONDON UNITS
Salary Scale £12,507-£14,574 (incl L.W.)

These are key posts with responsibility for the management of Units and their services. FSU has a strong commitment to developing anti-racist and anti-sexist strategies in its work with families and communities, to expanding client involvement in the work, and to maximising the contribution of staff to decision-making. The persons appointed to these posts will be expected to demonstrate their support for these principles and an appreciation of the management task in a voluntary organisation.

The EAST LONDON UNIT is situated in the Stepney area of Tower Hamlets and provides a well established family and group work service. The recent increase in the Bangladeshi community has led the Unit to begin developing additional appropriate services. The staff of 7 includes a Bengali social worker, and a Bengali-speaking part-time youth worker will be appointed shortly. The person appointed to this post will preferably have a COSW. Applications from those with substantial experience of social work with ethnic minority communities will also be welcomed. The ability to speak Bengali/Sylheti will be an advantage.

The SOUTH LONDON UNIT works in the Borough of Lambeth and Southwark. The long serving Unit Organiser is retiring. The multi-racial team of 12 has an established programme of community work, family and group work and the social workers are developing family therapy. The person appointed will have a positive interest in these areas and considerable experience of practice and supervision in at least one of them. She will have a COSW and experience of work in a multi-racial environment.

The WEST LONDON UNIT is situated in the Borough of Kensington & Chelsea. It has recently moved into the Portobello Road area and the team of 7 is in the process of assessing the needs of this multi-racial community and how best to deploy its resources to meet them. The person appointed must possess a COSW and have experience of staff supervision, and be able to work effectively with a voluntary management committee and other agencies.

If you have the necessary skills, creativity and energy for any of these demanding, exciting and varied posts we would welcome an application from you. Further information, job descriptions and application forms may be obtained from: The Director, Family Service Units, 207 Old Marylebone Road, London NW1 5QP. 24 hour answer phone 01-723 5207, please quote UO3 and state for which Unit you wish to apply. Closing date 14 June.

FSU IS AN EQUAL OPPORTUNITY EMPLOYER

Flexible working hours in consideration of domestic commitments. Black applicants welcomed. Section 38(b) Race Relations Act 1976 applies.

FAMILY SERVICE UNITS
seek
UNIT ORGANISERS
for 3 LONDON UNITS
Salary Scale £12,507-£14,574 (incl L.W.)

These are key posts with responsibility for the management of Units and their services. FSU has a strong commitment to developing anti-racist and anti-sexist strategies in its work with families and communities, to expanding client involvement in the work, and to maximising the contribution of staff to decision-making. The persons appointed to these posts will be expected to demonstrate their support for these principles and an appreciation of the management task in a voluntary organisation.

The EAST LONDON UNIT is situated in the Stepney area of Tower Hamlets and provides a well established family and group work service. The recent increase in the Bangladeshi community has led the Unit to begin developing additional appropriate services. The staff of 7 includes a Bengali social worker, and a Bengali-speaking part-time youth worker will be appointed shortly. The person appointed to this post will preferably have a COSW. Applications from those with substantial experience of social work with ethnic minority communities will also be welcomed. The ability to speak Bengali/Sylheti will be an advantage.

The SOUTH LONDON UNIT works in the Borough of Lambeth and Southwark. The long serving Unit Organiser is retiring. The multi-racial team of 12 has an established programme of community work, family and group work and the social workers are developing family therapy. The person appointed will have a positive interest in these areas and considerable experience of practice and supervision in at least one of them. She will have a COSW and experience of work in a multi-racial environment.

The WEST LONDON UNIT is situated in the Borough of Kensington & Chelsea. It has recently moved into the Portobello Road area and the team of 7 is in the process of assessing the needs of this multi-racial community and how best to deploy its resources to meet them. The person appointed must possess a COSW and have experience of staff supervision, and be able to work effectively with a voluntary management committee and other agencies.

If you have the necessary skills, creativity and energy for any of these demanding, exciting and varied posts we would welcome an application from you. Further information, job descriptions and application forms may be obtained from: The Director, Family Service Units, 207 Old Marylebone Road, London NW1 5QP. 24 hour answer phone 01-723 5207, please quote UO3 and state for which Unit you wish to apply. Closing date 14 June.

FSU IS AN EQUAL OPPORTUNITY EMPLOYER

Flexible working hours in consideration of domestic commitments. Black applicants welcomed. Section 38(b) Race Relations Act 1976 applies.

DEPARTMENT OF ENGINEERING & SURVEYING
Project Surveyor/ Assistant Surveyor
(2 Posts)
Scale 4/S02 - £7,212 - £11,682 p.a. inclusive

The Building Surveying Section of the Engineering Division has overall responsibility for the condition of the full range of Council properties, (except Housing). As a result of the implications of the Planning and Land Act 1980 there is a considerably increased Capital Programme with projects in the range of £20,000 - £500,000.

The postholder will work within a Surveying Team involved with the maintenance, condition surveys, improvement, modernisation and extension of Council properties.

We are seeking to appoint to the mid range of the salary scale and would particularly welcome applications from candidates progressing towards full professional qualification, (A.R.C.S or M.C.I.O.B). Design experience is essential.

Applicants should have at least two years relevant experience. There may be opportunities to study for appropriate qualifications by day release with financial assistance provided.

This is a re-advertisement - previous applicants need not re-apply.

Applications forms available, (quoting ref: ES.77), from Mr G. E. Day, Director of Engineering, Surveying, 25 Nelson Street, East Ham, London E6 4ER. Telephone: 01-472 1438. Ext: 3563.

Closing date: 7th June 1985.

LONDON BOROUGH OF
NEWHAM

HAMPSHIRE SOCIAL SERVICES
ADULT PLACEMENT SOCIAL WORKER
(part-time: 18% hours per week)
Salary: Pro rate £7055-£8285 with possible progression to £16,107

SOUTHAMPTON EAST AREA CENTRE

Hampshire Social Services Department's Adult Placement Scheme won FIRST PRIZE in the Health and Social Services Joint Care Award for 1984.

We have an exciting network of residential placements for adults in need - people who have a mental disorder or physical handicap or who are elderly.

At the Southampton East Area Centre there is a vacancy for a part-time qualified Social Worker to complete the team of Social Workers that recruit and support clients in the Scheme.

The post will demand competence in, and enthusiasm for, developing the scheme and a commitment to involving other Social Workers in the scheme and other related sources.

The successful applicant will be a full member of both the Area Team and Adult Placement Team.

Can you meet this demand?

Informal enquiries to Heather Arnold, 29 Colchester Avenue, Bournemouth, Dorset BH1 1JL. Tel: 01202 562211.

Written requests for application forms quoting Ref: 10671X, obtainable from The Director of Social Services, Treasurer House, Winchester SO23 8UO returnable by 10th June, 1985.

THE UNIVERSITIES' SETTLEMENT
in EAST LONDON
TOYNEBEE HALL,
28 COMMERCIAL ST., E1 6LS.

Owing to the retirement of the present postholder, we wish to appoint a suitably qualified and experienced person to take charge of our Senior Care and Leisure Centre with responsibility for the oversight of our Sheltered Housing, at present occupied by 24 residents. Two other staff are employed. Salary circa £10,000 dependent on age and experience.

Application (no forms) including curriculum vitae and the names of two referees by 12th June to the Deputy Warden.

THE RICHMOND FELLOWSHIP
is looking for a
WARDEN
for its Therapeutic Community Training Unit -
37 CHARLES HOUSE
London W10.

The successful candidate will be involved in the running of this Community for 24 emotionally disturbed adults, and head a staff team. The Warden, with other Trainers, runs the Senior Staff Training programme placements at the House.

Applicants will need relevant experience / qualifications, preferably with social work training experience.

Further details: Denise Bell, The Richmond Fellowship, 3 Addison Road, London W14 8SL, Tel: 01-823 1872. Closing date: 10th June, 1985.

ENGINEERS & SURVEYORS
HARTLEPOOL BOROUGH COUNCIL
BOROUGH ENGINEER'S DEPARTMENT
POST - WORKS MANAGER
GRADE - P07-10 - £22,445-£23,885

Applications are invited from Chartered Engineers for the above Post on the establishment of the Borough Engineer's Department. The Post is based at the Council's Burn Road Depot.

The Postholder will be responsible for day to day management of the Works Division which is involved in the maintenance of highway services, street lighting, refuse collection, street cleaning, coastal protection, central heating and water supply. The Works Division carries out its own vehicle maintenance. Applicants should, therefore, have a minimum of 10 years experience in the design and supervision of labour and civil engineering practices associated with coastal protection and water supply. Full knowledge of the legislation as defined in the Local Government Planning and Land Act 1980. An essential driver's licence is payable.

POST - ASSISTANT WORKS MANAGER (WORKS)
GRADE - SCALE 902 - £19,404 - £21,825

Applications are invited from suitably qualified and experienced persons for the above Post which will be based at the Council's Burn Road Depot.

The Postholder will be responsible to the Works Manager for all works under their control, which will include all aspects of highway maintenance, sewers and drainage, street lighting, coastal protection and water supply. The postholder will also be responsible for the supervision of labour and civil engineering practices associated with coastal protection and water supply. Full knowledge of the legislation as defined in the Local Government Planning and Land Act 1980. An essential driver's licence is payable.

Persons applying should be appropriately qualified with the minimum qualifications being an E.T.C. Civil Engineering or equivalent. A current driving licence is required.

POST - SUPERINTENDENT - WORKS
GRADE - SCALE 6 - £23,322 - £25,114

Applications are invited from suitably qualified and experienced persons for the Post of Works Superintendent based at the Council's Burn Road Depot.

The person appointed will be responsible to the Assistant Works Manager (Works) for the day to day running and supervision of a DLO workforces of approximately 120 operatives. The work undertaken covers the disciplines of highway maintenance, sewers, street lighting, coastal protection and water supply. The postholder will also be responsible for the supervision of labour and civil engineering practices associated with coastal protection and water supply. Full knowledge of the legislation as defined in the Local Government Planning and Land Act 1980. An essential driver's licence is payable.

Application forms for the above Post can be obtained from the Officer, Civic Centre, Hartlepool, Cleveland TS24 8AY (Tel. 665241, Ext. 344), to which they should be returned by 10.00 a.m. on 27th June 1985.

ARCHITECTS & PLANNERS
GREATER MANCHESTER COUNCIL
An Equal Opportunity Employer
CHIEF EXECUTIVE'S EMERGENCY PLANNING DEPARTMENT
SITE OFFICER (2 POSTS)
SCALE 6 - £8,532-£11,114 pa

In response to the new Civil Emergency Regulations, coming into force on 1st July 1985, the Authority wishes to recruit two temporary Site Officers to be responsible for the formulation of off-site plans relating to a wide range of hazardous circumstances.

Applicants must be communicators with sound administrative ability, have own car and current driving licence.

Experience of industrial hazard planning/industrial safety and/or the processing or chemical industry will be a distinct advantage.

The post is of a temporary nature, to last for seven months. Application form and further details available from County Legal Staffing, County Hall, Piccadilly Gardens, Manchester. Telephone 061-247 5791, quoting reference 222. Closing date: June 7, 1985.

GREATER MANCHESTER COUNCIL
An Equal Opportunity Employer
SENIOR PLANNING OFFICER
SCALE 6/502 - £8,532 to £11,635 pa

The post, based at County Hall, is principally concerned with the formulation and implementation of strategic planning policies in the County, the monitoring of retail trends, and the updating of survey information.

Applicants should possess an appropriate degree and/or planning qualification, and should be able to demonstrate an interest in the process of planning for retail uses.

Application form and further details from the County Planning Officer, County Hall, Piccadilly Gardens, Manchester M60 3BS. Telephone 061-247 5354. Closing date: June 3, 1985.

GENERAL
SOUTH WEST THAMES REGIONAL HEALTH AUTHORITY
EAST SURREY COMMUNITY HEALTH COUNCIL
SECRETARY
Salary: £2,250 - £10,200 per annum.
Base: 60 Bell Street, Basingstoke, Surrey.

Community Health Councils are the consumer's voice in the National Health Service. They are responsible for the health of the community and for providing a link between the community and the health services.

This is a challenging position requiring the ability to work independently, public relations and public speaking skills and relevant experience in the health field.

Application forms and job descriptions available from Headquarters Personnel Officer, South West Thames Regional Health Authority, 60 Bell Street, Basingstoke, Surrey, RG24 0AB. Tel: 01-349 4011, Ext. 645. Please quote reference 55/64. Closing date for applications: June 7, 1985.

UNIVERSITY OF KENT STUDENTS UNION
RESEARCH & RIGHTS OFFICER
Salary range: £7,435 to £11,635

The Union requires a replacement for one of its two Senior Permanent Officers starting on 1st September 1985.

Experience and qualifications in advising on GRANTS, HOUSING, IMMIGRATION and SOCIAL SECURITY would be a definite advantage.

Interest in educational policy research and ability to manage other staff are also required.

INITIAL SALARY UNLIKELY TO EXCEED £8,475 pa.

Further details from The General Secretary, Ref: RRO, Students' Union, University of Kent, Canterbury, Kent CT2 7NZ, or Tel: (0221) 632246/724. Closing date for completed applications: Friday, June 7, 1985.

The Union operates an Equal Opportunities Policy

BRENT MOBILE CAB ORGANISER
(TEMPORARY POST)
Salary: £61 (£8,294)

Experienced generalist advice worker to fill post while present Organiser takes a year's sabbatical leave.

You will be committed to the concept of making advice and information available to the community. The duties involve working from a van on different sites and the job involves working in a variety of settings with representatives of the various groups and agencies in the borough.

Current car driving licence and the willingness to drive a large vehicle, essential.

Closing date: June 10, 1985.

For application form and details please write to Tracy Winstone, GLCARS, 31 Wellington Street, London WC2E 7NU. Tel: 01-555 5254. As an equal opportunities employer GLCARS encourages all applications regardless of disability, race, sex or creed.

AGE CONCERN - NEWCASTLE
ASSISTANT DIRECTOR
Salary negotiable up to £14,716

We are looking for a person with substantial skill and experience to take major responsibility for staff and operational management in this large voluntary organisation. Qualifications preferred. Our services cover the full range of care of the elderly and our budget exceeds £500,000.

Further information and application form from The Director, Age Concern Newcastle, Max House, Eldon Place, Newcastle, Tel: 0655-5254 458. Closing date: June 8, 1985.

SUPPORT WORKERS
VOLUNTARY ORGANISATION
To assist in running a 5 unit hostel for young, black, mothers in the following areas: 1. To assist in running a year's sabbatical leave. 2. To assist in running a year's sabbatical leave. 3. To assist in running a year's sabbatical leave.

Applicants should be aged 21+ and have the initiative and imagination to develop new fund-raising methods, contributing to obtain the best results from those already in existence. Although experience and a good education would be advantageous, more essential are the ability to motivate and organise and the communicative skills to deal with a wide range of people. When you fund-raise for a charity you need more than just the

Public Appointments
appear every
Wednesday in
THE GUARDIAN

GENERAL
METROPOLITAN BOROUGH OF STOCKPORT

To implement a more extensive and systematic staff development programme, the division is expanding its Training Section and is seeking applications for the following posts:

ASSISTANT TRAINING OFFICER
£14,484 - £15,825

The person appointed will be responsible for the day to day management of the Training Section which is involved in the maintenance of highway services, street lighting, refuse collection, street cleaning, coastal protection, central heating and water supply. The Training Section carries out its own vehicle maintenance. Applicants should, therefore, have a minimum of 10 years experience in the design and supervision of labour and civil engineering practices associated with coastal protection and water supply. Full knowledge of the legislation as defined in the Local Government Planning and Land Act 1980. An essential driver's licence is payable.

Both postholders will be responsible to the Training Officer, Sur Roberts, to whom informal enquiries may be made by telephone 0161-480 4345. Ext. 4659.

Application forms and further details available from the Director of Social Services, Town Hall, Stockport SK1 1XX. Tel: 061-530 4969. Ext. 4681. Closing date: June 14, 1985.

An Equal Opportunities Employer

Kirklees Metropolitan Council
DIRECTOR OF HEALTH & HOUSING PROJECT CO-ORDINATOR
PRIORITY ESTATES
Salary: Grade S01 £24,714-£18,007

Applications are invited from graduates and persons with appropriate qualifications and experience to manage the Kirklees Health & Housing Project Co-ordinator. The person appointed will be responsible for the day to day management of the Project Co-ordinator which is involved in the maintenance of highway services, street lighting, refuse collection, street cleaning, coastal protection, central heating and water supply. The Project Co-ordinator carries out its own vehicle maintenance. Applicants should, therefore, have a minimum of 10 years experience in the design and supervision of labour and civil engineering practices associated with coastal protection and water supply. Full knowledge of the legislation as defined in the Local Government Planning and Land Act 1980. An essential driver's licence is payable.

Both postholders will be responsible to the Training Officer, Sur Roberts, to whom informal enquiries may be made by telephone 0161-480 4345. Ext. 4659.

Application forms and further details available from the Director of Social Services, Town Hall, Stockport SK1 1XX. Tel: 061-530 4969. Ext. 4681. Closing date: June 14, 1985.

An Equal Opportunities Employer

EXCAVATION VOLUNTEERS
SHEFFIELD

Volunteers need, May 31-July 8, for Prehistoric Settlement at Kibler, Loxley.

Urnal rates.

Apply immediately, with details of experience to

C. Lowe, Archaeology,
Durham University, DH1 3NU.

Liverpool Polytechnic
DEPARTMENT OF ACCOUNTING AND FINANCE
LECTURER II (SENIOR LECTURER)
PUBLIC SECTOR ACCOUNTING (2 POSTS)
L18EL £7,546 - £14,061

Applications are invited from qualified members of CIPFA preferably holding a degree in a relevant field. Applicants should indicate areas of expertise.

Informal enquiries to A. J. Hammond (051-207 3581 ext 3409).

Further particulars and an application form may be obtained from the Personnel Officer, Liverpool Polytechnic, Rodney House, 76 Mount Pleasant, Liverpool, L3 5UN (Tel. 051-207 3581 ext 3409). Closing date for return of applications June 8, 1985.

Liverpool Polytechnic is an Equal Opportunities Employer and welcomes applications irrespective of race, sex, marital status or disability.

ISLINGTON HEALTH AUTHORITY
WHITTINGTON HOSPITAL
SENIOR OBSTETRIC GRADE PHYSIOLOGICAL MEASUREMENT TECHNICIAN - AUDIOLOGY
Reference: RJC24

Salary: Basic Grade £5,951-£7,315 p.a. inclusive
Senior Grade £7,056-£8,615 p.a. inclusive

To be responsible for the provision of an audiology service in the Audiology Unit, which will be involved in the provision of audiology services to patients attending the Whittington Hospital.

Based at the Whittington Hospital, which will be primarily responsible for the provision of audiology services to patients attending the Whittington Hospital. The person appointed will be responsible for the day to day management of the Audiology Unit which is involved in the maintenance of highway services, street lighting, refuse collection, street cleaning, coastal protection, central heating and water supply. The Audiology Unit carries out its own vehicle maintenance. Applicants should, therefore, have a minimum of 10 years experience in the design and supervision of labour and civil engineering practices associated with coastal protection and water supply. Full knowledge of the legislation as defined in the Local Government Planning and Land Act 1980. An essential driver's licence is payable.

For an application form and job description please contact Ronald Parsons, Whittington Hospital, St Mary's Wing, Highgate Hill, London N16 9EF. Tel: 01-267 5551. Closing date for return of applications June 8, 1985. Please quote reference no. AN EQUAL OPPORTUNITIES EMPLOYER

WINCHESTER CITY COUNCIL
Department of Amenity Services
ARCHAEOLOGY OFFICE
SITE ASSISTANTS
(3 month contracts) and
VOLUNTEERS
(BEMO assistance rates)

are required for the Gazeley excavation project. CVs to City Archaeologist, 75 Hyde Street, Winchester SO23 7DW, with see for further details.

HEALTH
SALFORD HEALTH AUTHORITY
DEPARTMENT OF ORTHOPAEDIC SURGERY,
ROPE HOSPITAL, SALFORD

FAMILY CARE OFFICER

This post is funded by the Muscular Dystrophy Group of Great Britain and Northern Ireland which requires a Family Care Officer to work with the patients and families attending the clinic. In addition to the clinic work, the officer will be responsible for the provision of a home visit service to patients and families.

Applicants must be professionally qualified in the paramedical field and have experience in the orthopaedic field.

The post calls for dedicated application of professional skills, warmth of personality and willingness to travel. Salary appropriate NHS grade, one year fixed term contract in the first instance.

For further information contact Miss Anna Sheehan on 01-720 8055.

Application forms available from Mr J. Parr, Unit Personnel Officer, Rope Hospital, Rope Old Road, Salford M6 6UD. Tel: 01-720 7375

HOUSING
PETERLOO HOUSING ASSOCIATION
(Formerly Manchester Night Shelter)

is in the process of closing down a large institutionalised Night Shelter and is seeking to establish a new housing project. The project will be a 15-bed long-term housing project for people with mental health problems. The project will be a 15-bed long-term housing project for people with mental health problems. The project will be a 15-bed long-term housing project for people with mental health problems.

For further details, application form and a copy of our equal opportunities policy please write to Peterloo Housing Association, Dept. P.H., 17 Barkers Street, Manchester M2 1JL.

Peterloo H.A. is an equal opportunities employer and welcomes applications from all sections of the community.

SOCIAL WORK
London Borough of Waltham Forest
SOCIAL SERVICES DEPARTMENT
SENIOR SOCIAL WORKER
(YESS Project)
Salary P01 - £11,342 to £12,215 inclusive
plus Evening Car Allowance

The YESS Project (Youth Education and Social Services) has a team of Social Workers. Teachers and Youth Workers who work with young people, their families and the main agencies in a particular part of Waltham Forest.

The aims of this joint Social Services/Education Project are to reduce the rates and to facilitate more effective inter-agency co-operation in youth care in the Waltham Forest area. The project will be a 15-bed long-term housing project for people with mental health problems.

Applicants should be aged 21+ and have the initiative and imagination to develop new fund-raising methods, contributing to obtain the best results from those already in existence. Although experience and a good education would be advantageous, more essential are the ability to motivate and organise and the communicative skills to deal with a wide range of people. When you fund-raise for a charity you need more than just the

AGE CONCERN - NEWCASTLE
ASSISTANT DIRECTOR
Salary negotiable up to £14,716

We are looking for a person with substantial skill and experience to take major responsibility for staff and operational management in this large voluntary organisation. Qualifications preferred. Our services cover the full range of care of the elderly and our budget exceeds £500,000.

Further information and application form from The Director, Age Concern Newcastle, Max House, Eldon Place, Newcastle, Tel: 0655-5254 458. Closing date: June 8, 1985.

DIARY

Stephen Cook

trumpeting the entry of their councillors into provinces' town halls. This week saw what has been termed the "cutting edge" of the Republican movement in action — four police officers blown to pieces when their armoured disintegrator under the force of a 1,000lb bomb. In the brutal reality of northern Ireland politics these two inextricably linked events are a vindication in any Republican eyes of Mr. P. J. Adams's bomb and not box philosophy. It is now widely believed that Mr. Adams — regarded

position strengthened in the last week. The row in the IRA over the emphasis being given to the political campaign has cooled in the time being. The repercussions of the bank break have been felt almost everywhere. The Unionists are enraged at having to sit down in council chambers with people who support the IRA. The Government is trying to ostracise democratic and elected representatives of the nationalist Social Democratic and Labour Party will be edged into temporary alliances with Sinn Féin on some local authority

party and himself into a member of Parliament. Although abstentionist, Sinn Féin, at his advice centres its activity at grass roots, level, has been restructured and is now electorally experienced. Having fought since 1982 the Assembly, European, and all polls.

In these last elections have enabled the party to build up a middle leadership of councillors—59 of them—led through 17 of the province's 26 local authorities—whereas in the past it relied on five or six personalities. Sinn Féin's impact masked the way its total

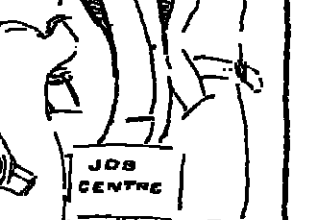
ical side, it would be better to categorise Mr Adams as a dove, because he regards the IRA as an essential and integral part of a struggle. Since the beginning of this year, the IRA has killed 25 people. Although it was restrained during the election run-up, the paramilitaries themselves admit that at other times more imposing limitations come on weapons and logistical problems.

At the annual 1916 Easter Rising commemoration in Belfast this year, Mr Adams outlined his thinking on the issue of the IRA relationship.

The Government has little alternative but to resist Zionist pressure for a ban on Sinn Féin. Although the majority of the party's council is loyal to local government is undoubtedly offensive to the Government to describe it as a "minority" group. It would invite criticism from all over the world that the British are prepared to ditch democratic principles when they are threatened.

Monday's bombing outrage, if Adams will probably see its internal threat to his philosophy and style of leadership. Besides, there are problems on the horizon. The Republic, Sinn Féin remains under-developed and suffers because other political parties hold republicanism dear to their hearts.

And all the time the conservative elements among the IRA will be watching closely, worried that the leadership will be smothering Sinn Féin a little too far in the direction taken before by the Official IRA—before to become the Workers



Terry Adams's bomb and
 ballot box philosophy.
 It is now widely believed
 that he was regarded
 as a mad, irresponsible
 person

later to become the Worker
Party—towards Socialist and
non-violent policies.

that Mr. Adams — regarded
as the most capable person
in the movement at thinking

rein on some local authorities so Unionists can be defeated.

has masked the way its total vote has barely improved since 1982 and nationalists

Shah Feroz/IRA Relationship.
He said: "The development
of an open, popular and rele-

There is also the more practical point that Sinn Fein could then get up to all

later to become the Workers Party—towards Socialist and non-violent policies.

Marc



Unemployed graduate Kim Blake has decided to spurn work and pursue her own kind of happiness. Terry Coleman reports

The drop-out who turned to fantasy

"TO MAKE people happy with the lives they're living, it doesn't seem that much to ask." These are the words of Kim Blake, who has a BA in ancient history and is unemployed. The words need to be put in context and I shall do that later. But there are two things to say straightaway. First, she seems to believe instinctively that the State should be in large part a provider of this happiness. Second, what she considered not much to ask is in fact an enormous thing to ask, and only someone full of youth and hope could think otherwise.

But Miss Blake is not full of hope. It was she who wrote a letter to the Guardian saying she had been out of work since she graduated in 1992, that she had now decided to ignore the work ethic and that, in order to save her sanity, she had made a decision not to play the "get a job, any job" game. She went on to mention, among other things, the idea of vicious class war.

She says that after this letter was published someone sent a cutting anonymously to the DHSS and that she was asked to present herself to the Unemployment Review Officer. She says people are now paid £10 for shopping others in this way. However, by her own account, the man was very decent about it, they both agreed she must visit the Job Centre more frequently, and she still receives her dole of £59.60 a fortnight.

I went to Sheffield to see Miss Blake to attempt to gain some understanding of the state of mind of one of the hundreds of thousands of people who have left school or university and never had a proper job. I do not suggest she is typical of anything, and I think it prudent to say that an hour or so with her, or with any other private person, will reveal much less than an interview with a public figure of similar position, actor, sportsman, or whatever — because with any public figure there will always be a great deal that is already known. With Miss Blake there was only her letter to start with.

We met at a pub called the Frog and Parrot, then walked uphill to the university, and talked in an empty, underground boardroom. She was born 25 years ago in a caretaker's flat in London, but was brought up in south Devon. She is an only child. Her father works as a technical assistant at Dartington Col-

lege of Art and dreams about the Far East, which he has never visited. Even as a girl she was keen on archaeology, and in 1978 worked briefly on a dig in Macedonia, on a tomb believed to be that of Alexander the Great's father. She has also been to Delphi. In 1979 she went to Sheffield University. As an undergraduate she was ill for some time with a gluten allergy. In 1982 she took a pass degree. She then tried hard to get a job as a museum researcher, but such jobs were few and, as she says, with a pass degree she had no chance. She then tried big corporations, like ICI, who might take a graduate in anything, but again she got nothing.

Then for three months she worked on a habitat survey in Devon, which meant she went round with an ordnance survey map and coloured pencils noting which fields were bearing crops and which were grass. She was not required to colour in which crop, but just whether there was any crop. She says those running the survey either did not know or would not say what the information was for, she felt it was useless work, and she left.

Then last summer she worked for four months — looking after stray cats' home. She got on with the cats but not with the governors, who she says objected to her long hair and bohemian friends. She left just before they could sack her. She believes women have a hard time. For instance, she has done bar work both in Devon and in Sheffield, but refuses to do it any more because she was constantly chatted up and touched up. Besides, she has a boyfriend who works days as a computer programmer, and if she worked bar hours, evenings and weekends, she would never see him.

Throughout the conversation Miss Blake showed flashes of candour and irritation at her apparently useless job with coloured pencils and at her having to use the phrase "boy friend." "I mean, boy friend. I hate the term. We're probably going to spend the rest of our lives together." At any rate, she now spends the four nights a week with him which she says the DHSS allows before they are considered to be cohabiting.

Although she often talks politics with her mother, Miss Blake is hardly political herself. She was wearing overalls with a feminist logo and the CND logo intertwined, and a badge saying "Rock Against Thatcher," but she bought this badge because she liked it and does not know if there even is such an organisation. She has the usual views on racism, South Africa, the harassment of gay pornography, and the Bomb, but was realistic enough about that to say that though she would vote Labour partly because of its nuclear policy, she had no faith that this policy would necessarily be carried out if Labour came to power.

In her letter she wrote about ignoring the work ethic in order to save her sanity. When I asked about this, she said she had come very close to feeling that she was going insane, having been told all her life, by parents and teachers, that if she worked hard she would get a good job, and then not getting a job and falling into depression and a sense of guilt. She had thought of suicide. "Suicide? Oh yes, I have. Put it this way. You're trying desperately to get a job, and you're not getting anywhere. And all the time you're hearing that the unemployed don't want to work, they're feckless. You hear it on the bus. That leads you into an increasing spiral. Plus, there's the poverty."

She then gave two examples of poverty, the first of which was convincing, the second not. She said the worst time was Christmas, when you walked through the lit-up city centre and couldn't buy your presents for your parents. Also, you hadn't the money to buy feminist books, which weren't always in libraries.

Well, since she had abandoned the work ethic had she felt healthier both mentally and physically? "My self confidence went down. My self esteem was absolutely nil. I didn't believe I was worth anything. Since I have stopped judging myself in general society, I can say, all right, I'm an intelligent woman, all right... If you don't value yourself, how the hell can anyone else value you?"

Now I have heard this talk before, many times, almost always from young, successful young Americans, clawing their way up through New York publishing or television, and retailing their

stories of crisis at cocktail parties to launch this and that. This may mean no more than that the cult of self analysis has spread. But in the matter of Miss Blake's lack of confidence I was unconvinced.

When she had been looking for a quiet place for us to talk, she chafed up a doorman or caretaker, explained to him when he asked for a pass that she had left it at home, and got the key to what would serve any television company very nicely as a



viewing room. When I later asked her, by the way, if she still had a student's pass, she said she didn't, but it would be all right. It was a performance worthy of a newspaper reporter of some resource. What it did not show was lack of confidence.

I told her this. She said she could not have done it a year ago. I asked her about the vicious class war she had mentioned in her letter. She said that, starting in the

1950s, youth had become a growth industry. Young people were a big market for clothes and records. In the demonstrations of the later 1960s, youth had discovered its political power. If young people had to go back to working in low paid jobs, staying perhaps with their parents, then there would be "social unrest on an enormous scale." She gave as examples the Bristol and Toxteth riots of 1982.

But as to her description of this as a class war she was unhappy, and thought she ought not to have used the word class. Except, she said, that Sheffield had, for much of the past year been at the centre of the miners' strike. But for that she would never have used the term, would never have thought of it, but it was now something that people were talking about, and not only the anarchists and the Trots.

If the Thatcher government took more from the poor to give to the rich, that would be seen in terms of class. "At some point people aren't going to put up with it any more. I am amazed actually, I'm really stunned, that things have been so quiet for so long."

She then pursued this line of argument, making an analogy with the blacks in South Africa, who had tried to negotiate but had been put down, and had then resorted desperately to violence. She thought the same thing would happen here, and saw no way round it.

I asked Miss Blake if she really believed, as she had written, that we were getting nearer to a totalitarian State. She said she wished she had thought more carefully about this, and granted that Britain was nothing like Russia, but the police were keeping surveillance over people who didn't pose a threat to national security. (She was here, I think, meaning CND.)

Then she said: "It's getting to the stage where I mean this is a running joke in my circle, that you can be done for having political opinions north of Watford. It's beginning to feel a bit like that."

When I asked for examples she talked about the right to read and said people were being busted for selling gay pornography, although it was all right to sell Knave, or Playboy. Homosexuals had rights.

Anything else? She hesitated.

Well, had she been stopped in the street? She said no, but friends of hers had been, because they had beards and backpacks. They had been asked if they had drugs or belonged to any political organisation.

Had she ever been asked what a university is doing? I'm lucky, I'm middle class. I'm white. I've got a good voice."

She then talked about the future. We were going through a second industrial revolution, we had to computerise, and that would mean fewer jobs and more people out of work. "You can't ignore that," she said. "Well, you can just ignore that and make them live on very low pay, while the last 20 years have encouraged them to think in terms of a very high standard of living. And if you subject people to that you are going to make them very unhappy."

It was then that her argument proceeded to consider leisure. With fewer jobs there would necessarily be more leisure. Technology could free people and give them more leisure. As it was, the number of people who really enjoyed their jobs must be very small anyway.

"So if you can give people enough to live on, so that they can pursue their interests, I think that can only lead to a more creative and a more... it's difficult to say this without sounding revoltingly mystic — a greater spiritual fulfilment. To make people happy, it doesn't seem that much to ask."

She was, then, suggesting a minimum wage to be paid to everyone, whether in work or not? But by whom would this be paid? "Well, presumably by the State."

But the State had no money of its own. It could only borrow or tax. "Well, presumably it would come out of tax. I mean, this is getting on. I suppose, to socialism," she said. She was not a revolutionary or a radical, but thought it morally indefensible that anyone should earn £100,000 a year while others were looking for shoes to put on their children's feet.

Was she saying that the State owed her a living? Miss Blake at first qualified her answer, saying that in a pornography, although it was all right to sell Knave, or Playboy. Homosexuals had rights. Anything else? She hesitated.

denied to an enormous number of people.

But then she reflected, and said: "The State owes you a living? In a sense, yes, if you're sort of, you know, State-educated, your parents pay taxes to the State, you pay taxes, all these things in return, that you get a sort of kit-society — health, transport, housing. But in return for that you also lose some freedom."

That is pretty well all I learned about Miss Blake. Hers is first and foremost a story of disappointed expectations, and in this respect it would be interesting to ask what a university is doing when it allows a woman to read ancient history, when she has only O level Latin and no Greek, and whether the result is likely to be fruitful.

Miss Blake has extended the American belief in an inalienable right to the pursuit of happiness to what amounts to a right to happiness itself, to be fulfilled by collectivist means. Even Mr. Livingstone's Utopia never extended to this.

At the end I asked Miss Blake what she was going to do. She said she was going to live full-time with her boyfriend, come and dole, and write feminist freelance journalism for, she hopes, Spare Rib, New Society, and perhaps Cosmopolitan. She has no experience, but intends to try. Then she said she had already written the beginnings of two or three novels. She would try to finish one.

I asked what sort of novel, and it turned out they were not the usual autobiographical novels. She wanted to write novels of fantasy, part of the inspiration for which she drew from a game called Dungeons and Dragons. I asked for an example.

She answered with great energy and enthusiasm. "You've got a bunch of adventurers sitting in a pub in this city, and the word goes round that the unicorns got problems, and that he wants something sorted out, so you go to him and say, 'We need some cash. What is it you want doing and what are you paying?' And he says, 'I've got a band of Orcs up in the hills and my trade routes are up the spout. Can you go and sort them out?'"

Adventurers? What do you want and what will you pay? Miss Blake's fantasies have not abandoned the market economy, or abjured the work ethic.

Who owns the museum? New York? Dallas? Or the American Indian?



AMERICAN DIARY

Linda Blandford

THE terrible, faltering attempt of Congress to settle the old land dispute between the Hopi and Navajo Indians, is moving towards its miserable end. In just a few weeks, under the Navajo Hopi Relocation Act of 1974, the Federal government will have to arbitrate the mandatory relocation of thousands of American Indians.

Those who have not hitherto been prepared to leave their homes, must now be made to move. Those who find themselves on the wrong side of the newly re-partitioned reservation in Arizona will have to leave.

The representatives of the Peabody Coal Company, of energy resource firms and mineral developers, wait

attentively nearby. They have leases to sign with whoever turns out finally to be in possession of this land of bent and twisted trees, parched dirt and lives.

The Navajos are due to lose 900,000 acres — indeed, they have already done so under the law. How do you forcibly move thousands of unwilling American Indians from the lands in which their ancestors are buried, to which their spirits are tied? It has, also, been done before.

And against this new tragedy, which brings to unwilling American breakfast eyes, the sight of native Americans in shabby, impoverished homes, land should now be put the story of the storm in New

York over the Museum of the American Indian, the Heye Foundation.

In this museum on Broadway and 155th Street are some of the Hopi's and Navajo's greatest heirlooms and artifacts, as there are those of hundreds of other tribes from the Arctic to the tip of South America. It is the largest, richest collection in the world, telling the tales of a whole people's history. The row is over to whom it does, should, and shall belong — these questions are not necessarily one and the same.

George Gustav Heye was an oil millionaire's son; he was 6ft 4in, weighed 16½ stone, was strange, eccentric, wayward — and the single most

important collector ever of Indian objects. A million or so are tucked away somewhere in this museum — the majority from Heye's own personal collection. He would buy anything and it is the very scope of his mania that made the collection so remarkable.

There are priceless pieces, of course — the wampum belts that a Lenape tribe gave to William Penn when they "ceded" Pennsylvania to him, the feather medicine bonnet of Chief Spotted Tail of the Brule Sioux, the rifles that the US Army took away from Geronimo, Rain in the Face, Chief Joseph, Natche and Sitting Bull. But there are also the tiny details of life: folk lore has that the Navajo would bury up whole Indian villages leave the inhabitants naked, clutching money in their fists.

He went to the greatest auction houses in Europe and America, seeking out his

treasures; he also toured the smallest towns, calling on persons, newspaper editors, anyone who might know of an attic full of old Frontier finds. He established the collection in 1916, when he was 40 years old, and he still controlled it totally.

It was not for the Indian way of life that Heye collected — individual Indians interested him not a jot. (He was never known to employ but one, and he did not last long.) It was not for the joy of sharing his collection — the unwashed American hordes that the Beaux Arts facade of his museum on Audubon Terrace were not to his liking. He felt neither the romance of the Indians nor the danger and distance. A philanthropist: his obsession was the possession of these things for their own sake. It was his hobby; he spent perhaps \$15 million on it.

The museum was built to move. Its collection and cata-

logues are stored and scattered in several buildings. Only 37,000 pieces are on exhibit — and these so dryly shown, so crowded together that the museum fades into a blur of feathers, beads, silver, amber, and turquoise of pride and dignity, all theirs not ours. But who turns up at the little ticket booth by the gift shop? Just 35,000 visitors a year. The Natural History Museum, 79th Street, numbers them in millions.

Perhaps once the limestone-fronted temple was seen as part of a new upper West Side, beyond Columbus, beyond Harlem and Hamilton Heights, Broadway at 155th Street is a world of Puerto Rican bottegues and, to outsiders, danger and distance. Nice middle-class museums lovers prefer the soft, safe view of the Natural History Museum.

The Natural History Museum has offered a house there is talk of a merger of a 200,000 sq ft new building next door where Margaret Mead Park now stands and bag-ladies sleep. New York City and State gallantly mention a \$13 million contribution. And H. Ross Perot, the computer software emperor of Dallas, Texas has offered \$70 million to move the Museum of the American Indian to his home town. He would build a magnificent new centre for it — and Dallas, of course, is where I. M. Pei has his branch office.

Is the Museum using Perot to tease better terms from its grander patron, more money from New York, more promises of autonomy? Who can tell. Protest and indignation clamour all round.

The Heye collection, they say, was given to the people of New York as if Heye himself gave a riddle for them. The collection, say others, belongs to America, to its unborn generations, to Dallas as much as Manhattan.

No one says that everything in the museum belonged once to the American Indian. Let alone, that it should again.

Deborah Singmaster on why she wants time and room of her own

Sense of space

THE study or office in the house is normally considered a male domain, even when the husband or partner is out all day. The wife makes do with the spare room, wherever has to be given up, however there often she has a rather charming desk tucked away in the corner of the living room. Jane Austen wrote her novels in the "general sitting room" and if she were living now, she would probably be able to write against constant background noise from the television.

In this, as in other respects, few of us measure up to Jane Austen: we need privacy. Virginia Woolf put the case beautifully in *Room of One's Own* and her argument holds good not only for aspiring writers but for women who are attempting to pursue any creative or academic interest which they have to pursue in a full or part-time career.

Alas, not even the room of one's own is proof against constant invasions and interruptions. Virginia wisely retreated to a shed in the garden, leaving Leonard on guard in the house. We cannot all follow her example, some of us don't have gardens and modern garden sheds tend to be the size of cupboards and stink of cressets. Portakabins or derelict caravans are possibilities, though they are short on space and appeal. In a shed, at least, the car is a fine and private place, weather permitting — at least in the early stages of composition.

Virginia Woolf thoughtfully added an income to the needs of the young woman writer: what she forgot to include was time. The home-based working woman is not seen to go out to work. She is therefore considered to be "at home" and is daily at the mercy of casual and uninvited telephone and resident visitors. She is the one who has no excuse for not taking the car to be serviced, hunting down spare parts for the hi-fi, trying to match cracked tiles, or stitching a torn dress. It is she who will organise birthdays, Christmas and Easter, dinner parties and holidays.

Think of the disappointment, confusion, expense, if she does not do these things. If she chats and takes short cuts like serving up frozen turkey steaks and scoops of tub ice-cream to much-loved visitors from abroad who have grown used to her making a special haute cuisine over the years. As for the visiting relatives — they would be happy and proud to wave one off to an official place of work, but a closed door in the house might cause deep offence.

It is the have heard of a woman who, after a long and tiring morning of saying goodbye to her family, putting on her coat and leaving the house. She then runs around to the back of the house, lets herself in through the garden door, makes a pot of coffee and settles down to a regular day at work. A friend who was trying to finish a thesis had her loft converted into a study and instead of a fixed staircase she had a retractable ladder. Virginia Woolf writes in a purple-lined tree house — so I have read.

I have considered sharing our rotting garden shed-cum-Wendy house with our guinea pigs. Objections to this plan: smell, lack of electricity for the typewriter. I have contemplated asking a neighbour if I may rent a room in her house while she is on work. I hesitate to ask for obvious reasons: I like someone coming into my house every day if I were out at work? I have thought of using the local library as a writing room. Here, as with the garden shed, the lack of typewriter would be a serious disadvantage. But any solution that involves quitting the house will be an admission of defeat. Instead, I must have a regime and stick to it.

It will go something like this: all attempts at playing Superwoman must be abandoned; housework is not to be done during the day, but only in the evening (my time), not at the dead of night, leprechaun fashion, but openly and when the children are present; no more solo trips to the supermarket in future this nightmare must be shared — I am convinced that it causes premature ageing; friends are to be informed that I have a working schedule and cannot be contacted between certain hours; an Ansaphone (detestable invention) should be installed — perhaps I'm not trying to achieve a full working day, only a guaranteed three or four hours a day, every day.

If I stick to this regime I shall in no time have acquired a reputation as a selfish wife, a neglectful mother, an untrue friend, an unloving relative.

The irony is that if I were suddenly to take a job and leave the house for eight hours every day my stock would soar. I would be regarded as competent, dynamic, enterprising, responsible, maybe even self-sacrificing — everyone's ideal working wife and mother. I would be put in terms of the feminist struggle: for decades women had had the right to work outside the home, what they have not yet gained is the right to work in the home — at their own choice.

DUX, the most natural bed you can sleep in.

Dux beds are designed and made by master craftsmen in Sweden using only the best materials — inside and out. The secret of a Dux bed is the unique two layer system of inner springs. Which explains why they are guaranteed for 30 years. Over 1000 interwoven springs made from the finest Swedish steel; the upper layer moulds itself naturally to the contours of your

body. The lower layer is stronger and can absorb even the heaviest or sudden movement. Together, they gently support your every movement and coax you into the best sleep you'll ever have, naturally. Dux also believe that their beds should look beautiful on the outside so they have set after set of matching accessories and bedroom furniture. Available at your nearest Dux specialist.

Charles Page Furniture

LONDON NW6 Tel 01-328 9851

Liberty

LONDON W1 Tel 01-734 1234

London Bedding Centre

LONDON SW1 Tel 01-235 7541

Clement Joscelyne

BISHOPS STORTFORD

Tel 0279-506731

Joshua Taylor

CAMBRIDGE Tel 0223-314151

The Bales

LEAMINGTON SPA

Tel 0926-22235

Environment

WAKEFIELD Tel 0924-356446

Tony Walker Interiors

NEWCASTLE Tel 0632-61666

Tony Walker Interiors

EDINBURGH Tel 031-4478763

Dux Interiors Ltd 19-30 Alfred Place London WC1E 7EA

DUX

Telephone: 01 637 2778 Telex: 21764.



Health Education

● AIDS — health education for the victims and those who look after them.

● STATING HEALTHY — special features to coincide with the first-ever health conference for nurses.

● ALTERNATIVE MEDICINE — "chakra" message and a visit to the Royal Homoeopathic Hospital.

Nursing Mirror

Buy your copy now — only 40p

Despite the fraught market, a real loss of confidence in the dollar is yet to come



NOTEBOOK

Edited by Hamish McRae

IN THE last few weeks the pain and destruction created by the overvalued dollar has been hammered home into the US financial establishment's collective consciousness. Yet Wall Street is

starting again to cheer.

If you look back over the last couple of months, there has been a string of news, confirming the slowing of the American economy. The first quarter was even more stagnant than it had at first appeared. It is guesswork, but the second quarter looks as though it will show growth at a 2 per cent annualised rate. Corporate profits have been squeezed back for the last couple of quarters, too.

The culprit is the dollar. As exports have risen and imports fallen, so domestic production has been depressed. America has been enjoying a boom in demand, but that demand has been satisfied not so much by domestic producers, but by factories in distant Japan.

It is in direct response to this that we have now seen the distinct fall in US domestic interest rates. The markets expect more, but al-

ready the decline has been sufficiently convincing to encourage Wall Street to look towards an autumn where corporate profit growth could be resumed. It is the job of financial markets to look ahead, and the world's biggest securities market feels distinctly more confident now in so doing.

There are two reasons why this might be wrong. First the slowing of the economy has already created new worries about the US budget deficit. Estimates suggest that the slowing now evident will add some \$20-30 billion to the deficit, eating up half of the trumpeted cuts of \$55 billion which the Administration is seeking.

Second, inflation is starting to be a source of worry. There were some slightly disturbing consumer price figures yesterday, but the real problem will come in the autumn. The decline in interest rates engendered by the Fed is only credible while inflation remains under con-

trol. If it runs away, those rates will have to climb again.

How will foreigners react to all this?

The foreign exchanges have remained jumpy, difficult and nervous. But there has been no dramatic diversification of portfolios outside the US. Each downward shift of US interest rates has encouraged a downward blip of the dollar, but you have to remember that though the dollar may have fallen sharply, it is still at a level which 18 months ago would have seemed absurdly high. There has been no real loss of confidence, nor is it easy to sense one in the air.

For the moment, then, it remains possible that the dollar will have a soft landing. It has to fall slowly enough to maintain the confidence of foreign investors and avoid creating a surge in inflation. But it has to fall fast enough to stimulate the US economy in the second half of the year.

This is what Wall Street hopes and perhaps expects. Possible, but viewed from this side of the Atlantic, less likely than the alternative: some violent shock which unseats the dollar in the most uncomfortable way.

Off the hook

SOME good news (well, comparatively) at last: members of 885 syndicate are in a better position than the unfortunate whose affairs are managed by PCW. Names on the PCW syndicate run by Minet Holdings have to find up to £500,000 to meet losses. Compare this with the relatively modest £37,000 contribution required of the likes of Virginia Wade and Mark Cox on 885.

Further 885's owners, Willis Faber, have done considerably better by their names than Minet. Yesterday Willis offered a £10.5 million loan to Chase Manhattan Bank to enable them to pay claims due

against the syndicate this year and to continue to underwrite at Lloyd's assuming they still want to. The "catch" is an agreement not to sue the syndicate's managers for the period of the loan.

Contrast that with Minet's offer to names last year. They were offered their own money back plus a top-up, in return for an absolute legal waiver. Problem: this year the bill to names turned out to be not £40 million but £130 million.

Offers to get names off the financial hook without breaking the market's halved rule of unlimited liability are likely to be a developing art form at Lloyd's. The 885 offer is not perfect: it may in fact flop because some names feel they should be compensated for mismanagement, not just given a loan. But on a scale of one to 10, the PCW initiative scrapes three, while the 885 document deserves seven. Lloyd's too could do worse

than adopt it as a blueprint—with a bit of improvement—as its own gesture of reassuring the membership at large that it does care what happens when things go terribly wrong.

Share selling

IT LOOKS AS though the unit trust group Save and Prosper will be announcing today or tomorrow that it will take an interest in the medium-sized stockbroker Montagu Loeb Stanley, but not for the reasons which have encouraged most of the City's unit trusts. Put crudely, these have been based on the logic of putting together dealing and distribution skills.

In the case of Save and Prosper, both parties to the deal are in distribution. Save and Prosper is brilliant at packaging: its high interest bank account (run jointly with Floggings) has proved exactly the package the market wanted, and has subse-

quently been imitated by all and sundry.

But if that particular service brought it into banking, the mainstay of Save and Prosper's business remains unit trust. It has always been odd—if you think about it—that unit trusts can be sold so vigorously in newspapers and door-to-door, while the securities represented by those units in practice cannot.

So Save and Prosper's chairman Cholemeley Messer wants a broker so that the group can market a personal share service directly.

Potentially this is enormously important. It may well be that the mail order distribution network of a unit trust house is actually a better way of distributing stockbroker services than, say the branch networks of the clearing banks.

Anyway, after those high interest bank accounts anything which Save and Prosper does should be taken very seriously.

Group loses £31m and former chief given £100,000 pay-off

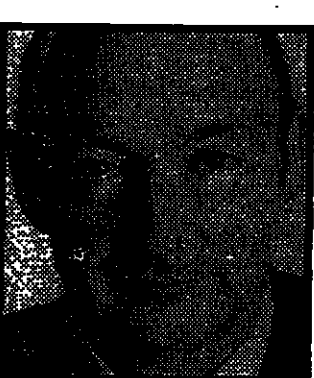
Ansbacher rescued by Belgians

By Peter Rodgers, City Editor

Merchant bankers Henry Ansbacher were yesterday effectively rescued by Belgian interests following a £31.3 million loss for the latest financial year. The deal involves a rights issue to raise £35.6 million making a total injection of equity of £50 million, and giving a controlling stake to Pargesa and Groupe Bruxelles Lambert of Belgium.

Henry Ansbacher also revealed leaving payments to former directors totalling £135,000 of which £100,000 was to the former chairman of the bank Mr Charles (now Lord) Williams, who was also managing director of the group holding company.

He left Ansbacher in Janu-



Lord Williams—bank's former chairman

ary to devote himself to other interests which include working for the Daily Mirror publisher Mr Robert Maxwell. A former chairman of the Price Commission, he was one of the Labour peers ennobled in the Queen's birthday honours.

The management shake-up which led to his departure and the installation of banker Mr Richard Fenhalls as chief executive followed heavy losses discovered at the New York in-

vestment bank. Laidlaw shortly after a deal to buy it, reached last July for £15 million. The sum was later renegotiated down to £10 million.

However, Mr Fenhalls decided to get rid of Laidlaw altogether leading to an extraordinary loss of £9.1 million, plus the estimated £4 million pre-tax loss during Ansbacher's ownership. Formal ownership lasted only from mid-September to February 22. Laidlaw is now back in the black, and may be able to start repayments on \$9.6 million of loans by Ansbacher.

Mr Fenhalls, who joined Ansbacher from merchant bank Guinness, was reluctant to go beyond the plan in yesterday's rights issue document that the Laidlaw and other losses were primarily "the results of over-ambitious expansion beyond the management and financial resources available to the group, compounded by the absence of adequate cost and operational controls over, and financial reporting systems from, the business acquired."

But the losses, of which Laidlaw amounts to less than

half, reduced group net worth to only £2.7 million. The merchant bank itself made a loss of £3.45 million. The stock market gave Mr Fenhalls a confidence booster with a 3p share price rise to 66p. In proportion to Ansbacher's size, the losses are among the biggest in recent banking history.

The financial reconstruction will give Pargesa and Groupe Bruxelles Lambert a minimum of 50.7 per cent and a maximum of 81.4 per cent of Ansbacher. The Belgians intend to use the bank as the UK flagship.

Mr Fenhalls said "The management team had only one chance to get the stable clean and build for the future." The group was handily in the profit for the month of April. Other losses included £3.2 million in the Laidlaw metal broking business which has been disposed of, £3.9 million in US activities outside Laidlaw, £3.5 million of good-will was written off, and £2.3 million of losses in the holding company including an £850,000 loss on foreign exchange dealing.

Caparo prepares Fidelity claim

By Andrew Cornelius

CAPARO Industries, the engineering group run by the Indian entrepreneur, Swraj Paul, is seeking more than £14 million compensation from the former directors of Fidelity Radio, the television and cordless phone group, which it took over last year.

Mr Paul said yesterday that he will seek substantial compensation to redress the "hidden problems" which came to light following the takeover. Caparo alleges that Fidelity overstated past profits and stock values at the time of the takeover last October, and has written down Fidelity stock values by £7.9 million since its takeover. The case will come to court within six to eight weeks, Mr Paul said.

Fidelity was the only blackspot in Caparo's 1984 results, losing £111,000 in the last two months of the year. Otherwise the group was on a strong growth track, with pre-tax profits rising by 43 per cent to £2.7 million against the previous year.

The furious expansion of the Caparo group to meet Mr Paul's target of a £100 million stockmarket value within four years will be funded partly from the proceeds of a £10.25 million rights issue of convertible preference shares announced yesterday. Mr Paul rules out further acquisitions until 1986, by which time the problems should be over at Fidelity and a new £13 million mini-steel mill will come onstream in Southrop.

The new mill will employ 160 people, against the 500 people previously employed by British Steel at two plants to service UK demand for specialised steel flats and light sections.

Caparo is looking for a return of more than 20 per cent on its investment in 1987, the first full year of operation.

Mr Paul is still confident about the UK engineering and steel markets despite continuing depressed demand. His mixed bag of industrial interests which include foundries, forges and other metals businesses, increased its profits from £1.1 million to £2.1 million in 1984. Caparo's tight management controls and £3 million yearly investment in new plant and equipment.

Sainsbury's profit soars 20 per cent

By Mary Brasier

Sainsbury's yesterday reinforced its position as the UK's top supermarket group with news of a 20 per cent rise in profits last year, a record increase in sales and another advance in market share.

Profits are up from £139.7 million to £168.5 million on sales of £3,135 billion helped by the effects of £246 million of capital spending both on new stores and equipment. The group opened 15 new super-

markets last year and pushed sales from its Homebase stores up from 60 per cent to £64 million with nine new openings.

Gross margins stayed the same but net margins moved up to a level of 5 per cent — which is the envy of the retail trade — thanks to cost control and additional spending on improved distribution and efficiency.

Chairman Sir John Sainsbury says the 1984 performance is a direct result of the group's expansion programme, mostly part-time openings. Over £12 million has been set aside for this year's profit for the staff profit sharing scheme. Shareholders get a 20 per cent increase in their payout to 4.5p a share.

Another 15 stores are in the pipeline, together with five Homebase outlets. "Our forward programme is fuller than it has ever been," says Sir John. "We are getting more successful in finding larger sites. We want enough space to provide car parking and offer our full range in larger stores."

Sainsbury's has expanded its range of lines in both foods and household goods by around a quarter in the past five years and there are twice as many stores carrying the entire range.

"This highlights the value of the expansion programme for our competitive position and the advantage we gain from the age profile of the stores — over 40 per cent of our selling space was opened in the past five years," says Sir John.

The group has created 5,800 new jobs in the past year by its expansion programme, mostly part-time openings. Over £12 million has been set aside for this year's profit for the staff profit sharing scheme. Shareholders get a 20 per cent increase in their payout to 4.5p a share.

Dee cuts last link with Booker

By our Financial Staff

Dee Corporation has sold its shareholding in Booker McConnell, severing the last link with the company which it bid £338 million to control. The group sold the 17.5 million shares in the market yesterday morning using the stockbrokers, Howe & Pimman. Despite the size of the stake, the sale went smoothly and the shares were spread round a number of buyers. Dee could not confirm the sale last night or the price at which the stake was offloaded but the chairman, Mr Alec Monk, is likely to have made a profit of at least £13 million.

Buyers of the stake paid more than the 256p market price for the shares, compared with an average 191p a share Dee paid for the holding. There is further bonus for Dee shareholders in that the stake has been sold ex-dividend so that the supermarkets group will retain Booker's 6.25p final dividend.

Dee lost its bid for Booker McConnell after two attempts interspersed by a Monopolies Commission inquiry.

Booker shares rose 5p to 261p when the stock market closed.

Jacomb in surprise move

By Margaret Pagano

Mr Martin Jacomb, one of the masterminds of the British Telecom flotation, has been appointed executive chairman of Barclays de Zoete Wedd, one of the City's largest new securities houses.

His resignation as one of the vice-chairmen of Kleinwort Benson, where he has been for 17 years, comes as a blow to the merchant bank. Mr Jacomb, who also becomes one of the deputy chairmen of Barclays Bank, takes up the appointment in July.

Mr Jacomb was first approached by Lord Camoys, BZW's chief executive, several weeks ago when it became

clear that he could not be persuaded to become chairman of the new Securities and Investment Board, the City's self-regulatory body for investor protection. Although he did agree to become the SIB's deputy chairman.

Mr Jacomb, who is 55, said yesterday he accepted the job because he felt that the time was ripe for a younger generation to move up at Kleinwort, but also because he believed the BZW role would be an exciting challenge.

Kleinwort announced later that the Earl of Limerick will become deputy chairman while Mr Robin Fox, Mr David Peake and Lord Rockley will

be co-vice-chairmen.

Mr Jacomb will take responsibility for overall strategy at BZW, which is still in the early stages of integrating the four different parts of the group. Lord Camoys will run the day to day management of BZW which, capitalised at around £220 million, is one of the three biggest financial conglomerates. The main rivals are Mercury Securities and the US Citicorp.

Mr Jacomb's role on the main Barclays board will largely involve BZW matters, particularly the development of its network to be used as retail outlets for selling securities to the public.

Propeller comeback nearer

By Michael Smith, Industrial Editor

The new age of the propeller-driven aircraft has moved a significant stage nearer with plans by the US aerospace giant, McDonnell Douglas, to team up with Aeritalia to develop a new propeller passenger jet.

A joint statement said the two firms would work together on prop-fan technology in a project which could eventually result in production of an advanced commercial aircraft.

McDonnell Douglas said that new prop-fan propulsion sys-

tems, combined with new technologies in fuselage structures, internal systems and cockpit design would bring huge savings of 50 per cent on fuel compared with existing turbofan jets flying at comparable speeds.

The joint project involves research and testing of the new prop-fan power system leading to a full-scale demonstration flight in 1987.

The McDonnell Douglas-Aeritalia agreement moves the prop-fan development a significant stage further and follows growing test work now being undertaken by the big aircraft

engine builders, including General Electric of America and Rolls-Royce of Britain.

However, there are big problems to be overcome before the propeller-driven aircraft makes a comeback to challenge the turbofans of today's passenger jets.

The major difficulty is the alarming level of noise which a propeller driven aircraft will generate while flying at speeds of about 500 mph. In addition, engineers have identified difficulties with the vibration caused by propellers and technical hitches over a suitable gear box.

Vickers loses sub order

Vickers, the Barrow-in-Furness warship yard, yesterday lost out in its effort to win the contract to build Australia's replacement submarine fleet, when the Australian Government announced that it had narrowed its shortlist of contenders to two, the West German ICL-HDW consortium and Kockums of Sweden.

The UK yard, which had received support from the British Government, notably Defence Procurement Minister, Adam Butler, in its efforts to secure the Australian \$2.6 billion (£1.4 billion) contract, had been the subject of severe criticism over its alleged lobbying methods.

Its failure to win the contract is a serious blow to Vickers which had hoped to win an export order of this magnitude both to secure long-term workload and to facilitate its privatisation later this year.

This is the first occasion on which Australia has gone outside the UK for its submarines, and Vickers was the builder of the country's existing Oberon fleet.

The design offered by Vickers was based on the 2400 class submarine it is currently building for the Royal Navy. The first 2400 class submarine, HMS Upholder, is under construction at Barrow-in-Furness for delivery in 1989.

CHELTENHAM GOLD

UP TO 10.75% NET
NO NOTICE. NO PENALTIES
FROM 22 MAY 1985

Cheltenham Gold Account	Interest Paid	Net %	Compounded Annual Rate %†	Gross Equivalent CAR %*
NEW HIGHER RATE £20,000 or more	Annually	10.75	10.75	15.36
£500 - £19,999	Annually	10.25	10.25	14.64
£1 - £499	Annually	8.25	8.25	11.79

Cheltenham Gold Monthly Interest Account

NEW HIGHER RATE	Interest Paid	Net %	Compounded Annual Rate %†	Gross Equivalent CAR %*
£20,000 or more	Monthly	10.25	10.75	15.36
£500 - £19,999	Monthly	9.8	10.25	14.64

Rates may vary. Maximum investment now £250,000.
*Gross equivalent to basic rate tax payers. †When interest added to account.

C&G Cheltenham & Gloucester Building Society

Chief Office: Cheltenham House, Clarence Street, Cheltenham, Gloucestershire GL50 3JR. Telephone: 0242 36161.
Member of the Building Societies Association and Investors' Protection Scheme. Over 400 branches and agents. See Yellow Pages. Assets exceed £2,600 million.

In the interim....

GOOD NEWS

□ Profit before taxation for the 3 months was £6,855,000 (1984 £4,745,000).

□ Interim dividend 1.0p (0.85p equivalent first 3 months 1984).

□ Sales rose from £69,504,000 to £104,081,000, an increase of 49.7%.

□ Earnings per share increased by 21.9% to 3.84p (1984 3.15p).

□ Overall, the Chairman is confident that, subject to unforeseen circumstances, Bibby will again achieve a good performance for the year as a whole.

The Company is reporting on interim results on only 3 months trading to March 30, in line with a new year-end of September 28, 1985.

J. BIBBY & SONS PLC
Richmond House, 1 Rumford Place, Liverpool L3 9QQ.

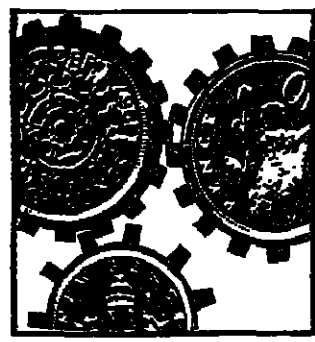
AGRICULTURE ♦ INDUSTRY ♦ DISTRIBUTION

WHERE IT ALL COMES TOGETHER

BIBBY

Obstacles on road to Sunday trading

Tom McNally examines the doubts over Shop Act reform



ECONOMICS AGENDA

MONDAY'S debate on Sunday trading gave the government the clear majority it sought for early legislation to reform the 1950 Shop Act and to deregulate trading on Sundays in England and Wales.

The decisiveness of the government's victory should mean that the retail industry's request for speed, leadership and clarity from Parliament will be met by legislation to be included in the Queen's Speech and introduced early into the next session of Parliament.

However, it is clear from the debate and from the pat-

tern of voting that the government has still to meet some very real objections if it is to guarantee a smooth passage for its legislation. Indeed, if the debate proved anything it was that a smooth passage is well nigh impossible for there were few conversions announced.

In 1964 the Crathorne Committee stated: "The special character of Sunday ought to be preserved as far as practicable as a day of leisure in which a person is not required to pursue his weekday work and is free to do as he chooses." That argument still carries great weight in the Commons.

The Home Secretary tried to reassure some doubters by stating that legislation would take account of strongly held sabbatarian convictions of existing shop workers. This may have seemed a manageable concession for him to make to buy off backbench doubters, but it is clear that it will be insufficient. Any attempt by the government to restrict concessions on "conscience" grounds to existing shop workers will be countered by a "Massachusetts amendment" paralleling the legislation in the State of Massachusetts which gives wide protection to shop workers who do not want to work on Sundays for reasons of religious conviction.

It remains to be seen how easy such legislation will be to police, and it would of course blow a sizeable hole in the defences of those who want a short, simple deregulating Bill, perhaps paving the way for other qualifying clauses and regulations.

If the sabbatarians were able to demonstrate their capacity to mobilise a goodly number of supporters present and speaking, so too were the shop workers' union, Usdaw, and the Co-op were able to reflect their continuing opposition to the deregulation of Sunday trading through their sponsored MPs and through their influence on the official Labour Party position.

The Opposition was able to mask a somewhat ambivalent attitude to reform of the 1950 Shop Act by uniting on the question of pay and conditions of shop workers. Particular concern was expressed about the future of wages councils.

This is another key area where the government may have to deviate from the pure path of deregulation if it is going to ensure a safe passage for its Bill; for although it has a substantial Commons majority for the principle of Sunday trading reform the issue of the future of wages councils, like



the workers' conscience clause, may be one on which an otherwise approving House of Lords may seek assurances and specified guarantees in legislation.

The Retail Consortium has just responded to the government's consultative document on wages councils by informing ministers that the overwhelming majority of the retail trade favours the continuation of the wages council system, subject to reform. The major reform that the industry will seek is to remove employees under 19 years of age from the scope of wages councils. Although the government may seek to keep its judgments on Sunday trading and the future wages councils separate, I suspect that Parliament will

interlink them.

The government in turn may seek linkage between the employers' desire to see young people removed from the scope of wages councils and the likely response of retail employers to the proposed two year VTS scheme. It is likely, therefore, that the clear mandate for Sunday trading reform which the government has now received from the Commons will be qualified by linkage with other proposals, notably on wages councils and youth training.

Many sections of the retail trade will seek to deflect the government from straight deregulation to a more qualified reform of the 1950 Shop Act, and although ministers seem to have endorsed the Auld Committee's

view that "the only practicable way forward is the abolition of all legal restrictions on the hours for which shops may be open to serve customers on Sundays," the acceptance of a qualified conscience clause and the retention of wages councils are both likely to dilute pure deregulation.

As Monday night in Parliament demonstrated the debate will continue, not least within the retail industry itself, but most of all retailers want to get on with the task they do superbly well, serving and adapting to the needs of the customer in an age of rapid social and economic change.

Tom McNally is Director General of the Retail Consortium.

Brazil's small banks get new protection

Bernardo Kucinski reports on a ban to prevent the poaching of investors

TWENTY-TWO Brazilian bankers decided on Monday to set up a safety-net to protect the banking system, in particular the small and medium-sized groups, against the threat of a run on banks.

Since the collapse of Sul-Brasileiro and Brasiliinvest two months ago, there has been a continuous transfer by customers of money from the smaller banks to the big ones. Brasiliinvest was a merchant bank run by the audacious entrepreneur Mario Gernero, now being prosecuted for fraud. The Sul-Brasileiro was an important regional bank, with a dominant position in the south.

Two banks have been particularly affected by lost investor confidence, the Comind and the Auxiliar. They have in common the fact that they are the smallest among the big banks. The central bank injected an estimated \$150 million into the Auxiliar at the height of the crisis. It has been reported that similar help was granted to the Comind. Despite the adverse climate affecting small banks, both belong to very solid financial groups.

The safety-net will function in three ways. First, small investors will be offered an insurance to protect the money for which they will obviously pay a small premium. Second, a liquidity fund will be created by all the banks for mutual help in this extension. The third provision is quite interesting: banks will

adhere to a code of ethics, so that the big ones do not take advantage of the difficulties of the smaller. One big bank was accused last month of spreading rumours about the difficulties of one of its competitors.

In Brasília, state criminal proceedings have been opened against former planning minister Delfim Netto and his top aides in connection with another financial collapse, that of Corcobatel in 1983, with losses totalling \$60 million.

Delfim Netto, Finance Minister, and his Finance Minister, Ernane Galves, are being accused of negligence and the mishandling of public money. The former general secretary of the Ministry of Finance, Flavio Pecora, is being accused of protecting the interest of a private group while in office.

The series of news reports about bank difficulties and the congress decision to replace the sub-Brasileiro by a new state-controlled bank to be called Meridional, have raised the spectre of bank nationalisation in Brazil, although this is not the new government policy at all.

On the other hand, because of all these difficulties, no agreement has been reached for the rescheduling of Brazil's foreign debt, and negotiations are now limited to the extension of existing arrangements. A few small foreign banks resist even this extension. Apparently they prefer to cut their losses.

SAINSBURY'S

"For the 6th successive year, profit before tax and profit sharing has increased by over 20%. In ten years profit has grown from £15.4 million to over £168 million, a compound annual increase of 30.4% which after allowing for inflation is equivalent to 17.6% real growth per annum."

Sir John Sainsbury

Other points from the Chairman's Statement:

* Sales in Sainsbury outlets increased by 16% to reach £3,071 million and in Homebase by 60% to £64 million. Supermarket volume growth was similar to last year's, at over 9%. Sainsbury's price competitiveness has been improved still further, particularly in relation to major competitors.

* The Group's investment programme increased last year to the record figure of £246 million. The 15 new supermarkets opened had an average size of over 26,000 sq. ft. the highest ever. Homebase now has 23 stores, having opened a further 9 during the year with an average selling space of 46,000 sq. ft. per store.

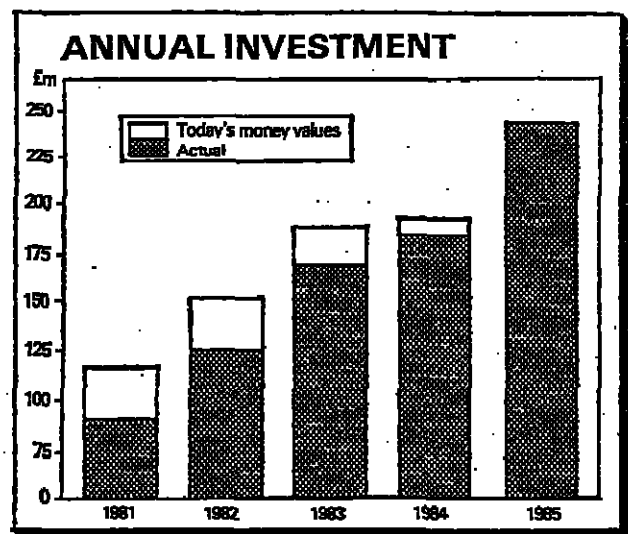
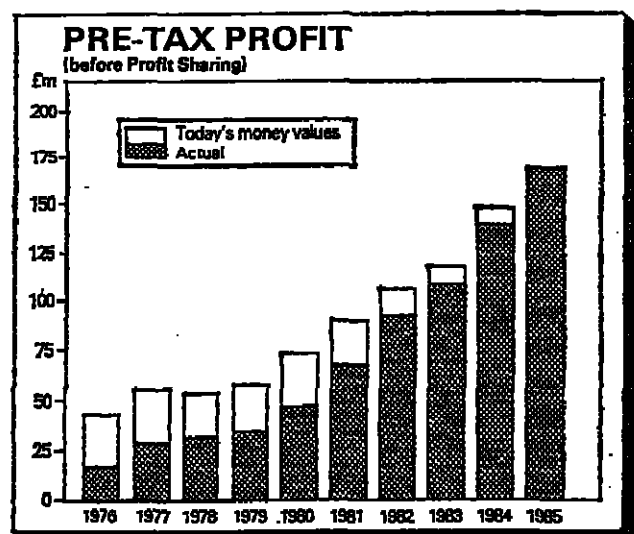
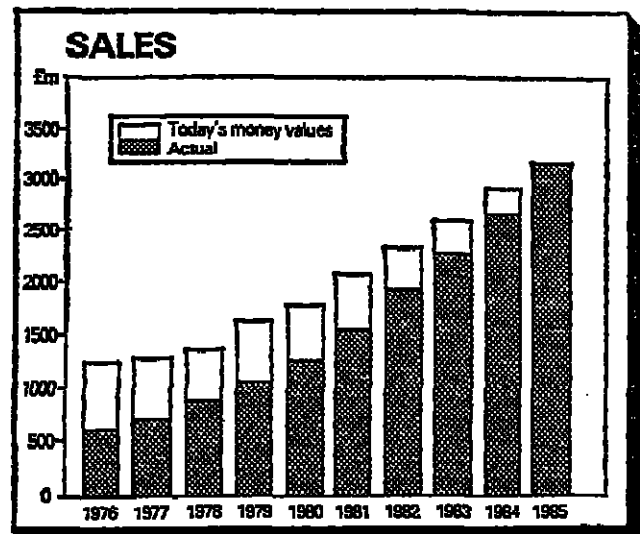
RESULTS	1985	1984	%
£ million	52 weeks to 23rd March	52 weeks to 24th March	increase
Sales	3,135.3	2,688.5	16.6
Retail Profit	158.8	133.7	18.7
Net Margin	5.06%	4.97%	
Associates	9.7	6.0	60.1
Profit before Tax and Profit Sharing	168.5	139.7	20.5
Profit Sharing	12.1	9.7*	24.1
Tax	48.0	41.0	16.9
Earnings per Share (35% tax)	14.64p	12.26p	19.4
Dividend per Share - net for year	4.50p	3.75p	20.0

* Restated on a comparable basis.

* SavaCentre opened its sixth hypermarket, in Edinburgh, where sales far exceeded forecast. In total, SavaCentre's sales increased by 17% to £235 million, whilst profits advanced by nearly a million pounds to £9.7 million.

* The performance of the Group's American associate, Shaw's, was also satisfactory with sales advancing by 14% to \$812 million and profit before tax up by 11% to \$20.2 million.

* Over 30,000 staff will benefit from profit sharing and receive in cash or shares the equivalent of about 4 weeks' pay. With the continued success of the employee share schemes, 13,500 staff, representing over a quarter of all our shareholders, now own Company shares.



Good food costs less at Sainsbury's...every year.

Suburban boost for cable TV

Maggie Brown reports on Britain's largest pilot scheme so far

BRITAIN'S infant cable television industry, in many ways the laggard in Europe, yesterday received a stimulus with the news that Croydon Cable Television, one of the first 11 franchise holders, is about to start laying cable to 16,000 homes in the London commuter belt.

This makes it the largest pilot scheme yet announced in Britain. The announcement came as a research study, Cable TV Communications in Western Europe 1985, published by media specialists CIT, reported that European cable television was not yet the disaster it is often portrayed as being.

CIT admits that progress towards building up national cable grids — supposedly the electronic highways of the twenty-first century — is very patchy, especially in France and the UK. The real star is West Germany, whose national telecommunications authority is investing heavily in a total network.

CIT says that during 1984 the steady growth in the number of European homes cabled continued, but at an annual rate of around 8 per cent, not the 10 per cent it had forecast. The shortfall was caused by construction delays of the sort exemplified by the UK.

"But this is a real growth," CIT argues, achieved against a background of powerful political and commercial resistance. It means some 85 per cent of 10.1 million of Europe's 124 million households can receive some form of pay television in theory (up from 7.9 per cent in 1983), though the systems are highly localised — Belgium, Netherlands and Switzerland account for two-

thirds of those 10.5 million homes.

Only three in 100 of cabled homes are on advanced networks, capable of doing anything other than passively receiving film channels. If CIT's predictions come true this should rise to 12 homes in 100 by the next decade.

And CIT predicts that some 21 million European homes, 17 per cent of the total, could well be cabled in some form by 1995. It applauds West Germany's Bundespost's commitment to cabling: over a million homes now have CATV.

The stance is in contrast to British Telecom who are now seen as going "cool on cable" because they are fearful of helping to finance a competitor, capable of offering rival services, such as teleshopping and banking, which can be carried out on telephone wires.

Cable is now at the point of having to put its stall of having to market its entertainment services to a generally sceptical, ill-informed, even confused customers.

It is in this context that CIT gives a short-term welcome to the system of Satellite Master Antennae Television (SMATV) as a "useful bridge" between the somewhat rival attractions of satellite-beamed programmes, direct to your roof-top, and cable, arriving under the street through laboriously constructed ducts.

It involves a master aerial picking up a programme signal, which is then transmitted through a local network to a group of "cabled households," most probably flats or hotel rooms. CIT estimates perhaps 10.3 million homes within Europe are potential subscribers for SMATV.

Drug giants make interferon truce

TWO giant drug companies have signed a truce ending their legal battle over the sale of interferon.

The pact between Hoffmann-La Roche of Switzerland and Shering-Plough of the United States may also prove a milestone in the vexed issue of how to patent and profit from the natural products of biotechnology.

Both companies claimed they had been first to isolate and produce alpha interferon using the mass production techniques of genetic engineering. Roche licensed its alpha interferon from the leading US biotechnology company, Genentech, and Shering-Plough had done a similar deal with Europe's biggest biotech company, Biogen.

Last year Shering/Biogen announced that they had won exclusive rights to sell alpha interferon in Europe from the European Patent Office. Roche/Genentech retaliated by winning United States patent rights and from there the battle escalated with each side threatening to sue the other into the ground.

Winning patent protection for ordinary drugs is fairly straightforward since they are exact, man-made com-

pounds which can be defined with molecular precision. But interferon, insulin and other substances naturally produced by the body enjoy no such protection.

The legal battle between Roche and Shering-Plough centred on the thorny question of which company rightfully owned the technique to mass produce alpha interferon outside the body in fermentation tanks.

Roche's partner, Genentech, had been first to isolate human interferon gene but Shering's partner, Biogen, had been first to learn how to insert the gene into mass producing bacteria. Thus far only the lawyers acting for both sides had got rich. But late last week Roche and Shering-Plough essentially agreed not to sue or challenge the other's patent. They will also market their own protected interferon. The truce will not end all future battles over biotechnology patents.

The struggle to control sales of gamma interferon, human growth hormone, Factor VIII will be complex because a host of biotech companies are trying to launch these products.

James Erlichman

is often irrefutable in its own terms, despite what the governor said, because the reratings all reflect disappointing earnings growth and in most cases a much tougher competition than was forecasted earlier. For an institution to take a longer term view in practice means asking it to sit on shares when it knows the earnings will remain depressed for years.

Free markets cannot work that way and as the governor implied, other types of financing are needed to bridge the financing gap for long term technological developments. The fault of the market is not its gloomy view now of the future, but its euphoric over-rating of high-tech industries a couple of years ago, when it forgot that computers and microelectronics have been in cyclical industries since they were born. And advertising and PR agencies?

[illegible]

Swaps sweep into fashion

Charles Grant looks at the workings of a new financing technique which has ballooned into a \$100bn market

THE ARRIVAL of the swap, a new financing technique, has revolutionary implications for any company or country which needs to borrow more than a few million dollars or pounds.

Swaps allow a borrower to chop and change his debts — from yen to dollar, from fixed rate to floating rate, or from short-term to long-term. Swapping has proved so useful and profitable, that the market has ballooned from nothing three years ago to about \$100 billion in 1984 — larger than the \$80 billion Eurobond market.

The swap is, in the words of a director of merchant bank S. G. Warburg, "the one fundamental and far-reaching innovation that we've seen in the financial markets in the last 20 years."

The boom in debt swapping follows a similar trend on the asset side of international finance, where many loans have been replaced by tradable assets such as floating rate notes or note insurance facilities. Now, that liabilities, too, have become more liquid, a corporate treasurer can use the swaps market to actively manage his portfolio of debts. A good debt manager, like a good money manager, can profit from reading the market, and buying and selling at the right moment.

If a borrower believes interest rates will fall, he can swap out of fixed debt into floating, so that he will pay less interest if they do fall. If a company expects sterling to fall against the dollar, it can swap from dollars into sterling, so that the value of its debt, relative to other currencies, will decline with sterling.

Not all companies are brave enough to use swaps to anticipate currency and interest rate movements. But swaps offer another benefit, which has attracted virtually all the multinational banks with a few exceptions like Exxon — to the market.

When combined with a conventional borrowing such as a bond issue, swaps allow significantly cheaper money to be raised than bond issue alone could provide.

The magic of swaps is that everyone gains. This is possible because swaps are a sort of arbitrage, whereby different types of borrower can exploit the relative advantages that they each enjoy in certain markets but which are not directly available to others.

Swaps of interest rate type, for example, are often based on the fact that companies can obtain floating rate money from their regular banks at cheaper rates than governments could borrow similar funds. Banks and governments, on the other hand, usually borrow medium-term floating-rate funds, and can issue fixed-rate bonds much more cheaply than companies.

So in a typical interest rate swap, a government such as Denmark will issue a 12 per cent, five-year, fixed-rate bond but with the intention of swapping it so it becomes floating-rate money cheaper than the 1/5 per cent over Libor (a benchmark for floating rate money) that it would have to pay if it issued floating rate notes in its own name.

Denmark's counterpart, which typically be a company which wanted fixed-rate debt, but not being known internationally, it would have to pay a high rate, say 13 per cent, to obtain it. The company does have to have access to an equivalent amount of cheap floating rate bank debt at Libor.

The two parties swap interest payment over the life of the bond issue. Denmark pays the company Libor, effectively taking on floating rate debt. The company uses the Libor income to service its bank debt. It pays Denmark the fixed interest payments with which the kingdom services its bond issue — but at 12 1/2 per cent, not 13 per cent, in recognition of Denmark's better credit rating. Denmark picks up this 1 per cent, so it has an effective interest charge of 1 per cent below Libor. Thanks to the swap, both sides have achieved much cheaper money than they could save on their own.

Currency swaps work on the same principles as interest rate swaps: the relative strengths of the two parties

allow both to gain. To take a typical example, the World Bank likes to borrow fixed-rate Swiss francs, for the low interest rates. But it has borrowed so often in that market, that it has to pay a premium to borrow again. So the World Bank finds a counterparty which can raise the Swiss francs for it, but would like to receive dollar funds — say IBM.

IBM then issues Swiss franc bonds at 8 per cent, which, because Swiss investors have a penchant for American blue chip companies, is the finest rate obtainable. The World Bank issues an equivalent amount of dollar bonds, with the same maturity, at 12 per cent. That is the same rate at which IBM could itself borrow in the dollar market.

The two parties then swap not only the interest payments, but also the principal. For the life of the swap, the

Jean Reboul, Gaz de France's treasurer, is probably Europe's most active swapper with 75 swaps in the last two years.

World Bank has effectively taken on Swiss franc debt, and IBM dollar debt. When the swap matures, the two re-exchange the principal at a pre-set exchange rate, so that each can pay off its initial bond issue.

The gain resulting from IBM being able to borrow Swiss francs at 8 per cent cheaper than the World Bank is split: IBM receives 6 1/2 per cent from the World Bank, more than it has to pay out on the Swiss franc bonds; while the World Bank has Swiss franc debt 1/2 per cent cheaper than it could obtain in its own name.

When the swaps market first appeared, three years ago, its appeal for borrowers was the simple one that it offered cheaper ways of raising new money. But then companies discovered that it allowed them to profit from taking views on interest rate and currency movements: they could swap out of existing debt, into currencies and types of interest rate which they expected to become cheaper. Then treasurers

started swapping out of swaps, as well as out of existing debt.

The banks provide a secondary market: at any time during the life of a swap, a borrower can phone a bank and ask it to quote a price for buying the swap. Banks make markets in swaps, that is, they quote a bid and offer price, like they do in securities.

Swaps are sold at a profit or a loss. They are contracts, which have value, like securities. Their value goes up and down, as interest rates and currencies move. If, when rates are 12 per cent, you swap to pay fixed rate money and receive floating, and then rates move up to 13 per cent, that contract is profitable for you, and unprofitable for your counterparty. You can sell the swap into the secondary market for a cash payment.

The canny treasurer can make a lot of money for his company by swapping. The treasurer of the state-owned Gaz de France, Jean Reboul, is probably Europe's most active swapper. He's made 75 swaps in the last two years, worth over \$3 billion. Reboul has sold 21 of those swaps, for cash profits totalling \$40 million. Much of the profit has come from swapping out of dollars into European currencies during 1983 and 1984. When the dollar rose, increasing the market value of these swaps, Reboul cashed them in.

This is an unenviable business for treasurers with faint hearts. If Reboul had got the dollar wrong, he could have lost \$40 million. Some conservative corporations, like IBM and ICI, have raised new money by swaps, but will not trade them in the secondary market.

Increasingly, large companies are coming to see that to maintain a particular structure of debt involves making assumptions that currencies and interest rates will not move in an unfavourable direction and increase the cost of the debt. More companies will come to share the view of BP's treasurer, John Brown: "We manage our liabilities actively. Our swaps represent an underlying commercial or strategic need, but we do watch them, and will trade them if we can get cheaper money by doing so."

Charles Grant is on the staff of Euromoney.

TEACHERS

Thatcher hard line on dispute

By our Political Staff

The Prime Minister maintained a hard line on the teachers' dispute in the Commons yesterday despite rising pressure from her own back benches for negotiation to be resumed in a spirit of goodwill.

Discussions between the local authority employers and the teachers' unions within the Burnham Committee are due to be resumed on Thursday, but Mrs Thatcher made it clear in the House of Commons yesterday that there would be no additional money available in this financial year.

She maintained the view that if the teachers came to see Sir Keith Joseph, the Education Secretary with a package which involved pay and conditions the government would be willing to talk. But they were not willing to talk on pay alone.

He said that agreements which involved significant restrictions would be referred by the Director-General of Fair Trading to the Restrictive Practices Court.

The National Union of Teachers' campaign of selective industrial action against specific Conservative MPs brought complaints in the Commons yesterday.

Mr Mark Carlisle (C. Warrington S.), a former Education Secretary, said the NUT had called out teachers from four schools in his constituency as of yesterday because of his previous Cabinet office.

It was not possible to have any sense of respect for union leaders who justified their action on such spurious grounds, he said. "Sadly, the NUT is now, as a body, becoming the gravest danger to the professional standing of teachers," said Mr Carlisle.

During Commons education questions Sir Keith Joseph refused to comment on whether he would employ his ministerial power of veto over any settlement above 4 per cent. He reiterated that he did not intend to make any more public money available.

That hard line specifically included no relaxation of the local authority expenditure targets if a settlement led to their overspending.

Mr Kenneth Hind (C. Lancashire West) showed great sympathy for the teachers' case, saying that they were taking industrial action as a sheer act of frustration. "It is hurting them as much as it is hurting the children they are teaching in the classroom."

He urged Sir Keith to do all he could to resolve the pay dispute and suggested that the Burnham Committee should be scrapped and that two separate committees dealing separately with conditions and pay should be amalgamated.

Sir Keith conceded that many teachers were striking with a heavy heart, but added that some were using methods of disruption which were virtually costless to them but very costly to the children.

Bus operators will have to help pensioners

TRANSPORT BILL

By our Political Staff

The Government last night tabled new amendments to the Transport Bill which will force private bus operators to take part in travel concessions schemes for pensioners.

During the first day of the report stage in the Commons of the Transport Bill, which deregulates bus services, the Government also successfully moved an amendment which makes bus operators subject to the restrictive trade practices laws for the first time.

Mr David Mitchell, the Transport Minister, moving the amendment on restrictive trade practices, said that in future when two or more operators enter into agreements by which they accept restrictions concerning the fares they will charge, the area they would serve or the frequency of services, they will be required to register such agreements with the Office of Fair Trading.

He said that agreements which involved significant restrictions would be referred by the Director-General of Fair Trading to the Restrictive Practices Court.

The amendment is at the heart of our policy for buses, and the purpose of restrictive trade practices legislation is to foster

competition and to prevent undesirable restrictive practices," said Mr Mitchell.

Mrs Gwyneth Dunwoody, the Shadow Transport Secretary, opposed the new clause, saying that the present co-ordination of services which took place was useful to travellers. She said that many operators do-tailored their services in some areas to ensure that there was enough work to go round and to ensure that the services were provided.

But the new clause was added to the bill after a vote of 271 to 153 — (Government majority 118).

Mr Nicholas Ridley, the Transport Secretary, introducing a new clause obliging bus operators to take part in concessionary fares schemes, said the Government appreciated that purely voluntary participation of bus operators might in some cases leave gaps in the coverage of schemes.

Local authorities are to be given the power to serve participation notices on bus companies which refuse to take part. However, the Transport Secretary said, it would be wrong to compel operators into arrangements which were over-ambitious, inappropriate or unfair.

Bus operators will be given the right to appeal on grounds to the Transport Secretary.

Mr Mitchell: 'Must have no restrictive practices'

The new clause in the Bill will make it a criminal offence for an operator to systematically fail to provide a concessionary fare scheme, if he is under an obligation to do so.

Mrs Dunwoody said that the participation notice system was "full of loop-holes and cop-outs" for recalcitrant bus companies.

She said that some local authorities would have to go through the most complicated procedures if they wanted to operate a concessionary fare scheme.

Whereas the Government has underwritten concessionary fare schemes for pensioners in London, in the London Regional Transport Bill, Mr Ridley has offered no such undertaking for bus services outside London.

Favourable report on Scots drink law

By John Caryl

GOVERNMENT ambitions to relax the licensing law were encouraged yesterday by a favourable report on changes in the drinking laws in Scotland which were introduced in 1976.

Ministers are already planning a bill in the autumn to allow shops to trade on Sunday. Their determination to proceed with this measure was increased after a majority of 120 on this issue in the House of Commons on Monday night.

The plan is that, once the shops legislation has been enacted, the Government could move to liberalise the drink laws. Both measures are seen as part of a drive to deregulation spearheaded by Lord Young, who believes that increased competition will create extra employment, particularly in the tourist areas.

The report on the Scottish drinks law change contained the preliminary findings of a survey by the Office of Population Censuses and Surveys. At the end of 1976 the licensing law in Scotland was changed to allow evening opening hours to be extended to 11 pm and to permit pubs to open on Sunday.

Mr George Younger, the Scottish Secretary, said yesterday that the survey confirmed that the extension of the licensing hours "tends to be seen by the great majority as having led to more sensible drinking rather than as offering a temptation for people to drink more." Almost three-quarters of those surveyed agreed that the present law was an improvement on the old one.

"Since the law was changed there has been a wide improvement in the image of public houses

Mr Younger: 'Sensible'

throughout Scotland. The survey suggests that this is probably the reason more women now drink in pubs and are more inclined to accompany their partners on a visit," he said.

"Although there has been an increase in alcohol consumption, mainly accounted for by women, in 1984 women still only consumed 23 per cent of the total. I am very pleased that the results show that the extension to licensing hours allowed under the 1976 Act has led to more sensible drinking rather than offering a temptation to drink more."

The survey showed that, for men, the average consumption rose very slightly from 14.3 units per week in 1976 to 14.5 in 1984. This is equivalent to half a pint of beer, lager or cider, a single measure of spirit, a glass of table wine or a small glass of fortified wine. Among women there was a significant increase in weekly alcohol consumption from 2.8 units in 1976 to 3.3 in 1984.

The increase happened in all age groups of women. It was most apparent not among the youngest women, as the OPCS expected, but among those aged 26 to 45.

TELEVISION

PM takes a shine to telly

By our Political Staff

The Prime Minister yesterday gave the first public indication of her new-found enthusiasm for televising the proceedings of the House of Commons.

She told MPs that there may be a debate on the issue in the autumn and later let it be known that she has definitely abandoned her former opposition to allowing telly cameras into the Commons chamber.

MPs approved by 164 votes to 159 a backbench motion in November, 1983, to allow a television experiment, but this did not lead to any Government action. At that time Mrs Thatcher and the Leader of the House, Mr John Biffen, were opposed.

The reason given for Mrs Thatcher's change of mind is that radio transmission of Commons proceedings allows the public to hear a lot of unruly noise but not to see the action which might explain it. Mrs Thatcher is also likely to believe that television would give her an opportunity to shine for a larger audience when she is at the Dispatch Box.

Her public remarks yesterday came in answer to a question from Mr Jonathan Aitken (C. Thanet S.). "I thought I heard a murmur from my friend (Mr Biffen) that there might be a vote perhaps in the autumn," she said.

No decisions have been taken about any editorial limitation on the television organisations and the Government does not appear to have the impression to develop that it is stampeding MPs into hasty action.

No horse-trading with Alliance-Kinnock

By James Naughtie

Mr Neil Kinnock, the Labour leader, said yesterday, that he would not negotiate with the SDP-Liberal Alliance leaders to sustain a minority Labour Government if the need arose after the next general election.

If they did not support Labour's programme, he said, it would be a second election to try to settle the issue.

Mr Kinnock said on TV-am: "That is the way to do it — not horse trading between me and a couple of minority party leaders who have commanded an inadequate proportion of the vote."

However, Mr Kinnock claimed that a Labour majority was certain.

He accused Dr David Owen, Social Democratic party leader, and Mr David Steel, the Liberal leader, of preferring to try to hang on to power rather than support a policy difference in the approaches of Tory policies.

The Labour leader also quoted two letters from Dr Owen and Mr Steel to Mr John Home Robertson, Labour MP for East Lothian, which appeared to give different not counts of the Alliance's intentions in a hung parliament.

Dr Owen told him that he believed the Alliance should approach whichever party had been given the greatest number of votes and electorally, with a view to negotiation.

Mr Steel, however, said that he believed the Alliance could not "automatically align ourselves with another party on an arithmetical basis. What mattered was policy agreement."

Alliance sources last night claimed that there was a difference in the approaches because what mattered was achieving agreement on policy for a coalition or a deal.

However, Mr Kinnock and his colleagues intend to use what they see as a different emphasis by the two leaders as one of the elements in their campaign against the Alliance.

Mr Kinnock laughed off the suggestion that his widely publicised attack on Dr Owen last week had been abusive. "If he is wounded by that he is even smaller than I thought he was," he said. "He is a doctor and he will know the accuracy of my diagnosis."

Stanley that it would be impossible for any future British government to "ditch" the islands.

Mr Dalrymple said that Lord Shackleton's statement was absolutely contrary to Labour policy and he would be raising the matter with the Parliamentary Labour party. He would be asking the PLP chairman on what authority Lord Shackleton had made the statement.

"People who take the Labour whip have no business to be making these statements," Mr Dalrymple said. Labour policy was to negotiate withdrawal of our troops from the Falklands.

Lord Shackleton's speech was calculated to infuriate South Americans and others, Mr Dalrymple said.

Lord Shackleton said on Monday that the Falklands could be important to Britain in the long term as a key element in the Antarctic region quite apart from the fact that the people are our people."

Mr Tam Dalyell, the Labour MP for Linlithgow, yesterday criticised Lord Shackleton, a former Labour Defence Minister, for his statement in Port

DEFENCE

Poland supplies the bang

THE Prime Minister confirmed yesterday that the British Army had placed an order for 11,000 medium artillery shells with a Belgian company which obtains its explosives from Poland.

Mrs Thatcher provoked laughter in the Commons during the Prime Minister's question time when she told Mr David Penhaligon (L. Turro) that the contract was justified by the Ministry of Defence's

"policy" of greater competition.

Mr Penhaligon had asked the Prime Minister how continuity of supplies of shells would be maintained in the event of hostilities breaking out between East and West.

The Prime Minister said MoD tenders were only sought from recognised and established sources of manufacture, and Britain did not procure any ammunition directly from the Eastern bloc.

FALKLANDS

Shackleton under fire

Mr Tam Dalyell, the Labour MP for Linlithgow, yesterday criticised Lord Shackleton, a former Labour Defence Minister, for his statement in Port

GLENEAGLES

Extend it, says Steel

THE Liberal Leader, Mr David Steel, called yesterday for a new Gleneagles Agreement among Commonwealth leaders to extend the boycott of South Africa to cover not only sport but also economic, social and cultural links.

He told a conference of leading Commonwealth figures at Marlborough House in London: "In a month when we have been celebrating the 40th anniversary of VE day we would do well to remember Adolf Hitler are alive and ruling in South Africa."

Gerrard & National PLC

Results for the year ended 5th April 1985

	1985	1984
Profit for the year	£5.154m	£10.117m
Total cost of Dividends	£4.008m	£3.590m
Disclosed Shareholders' Funds	£60.098m	£57.140m
Total Assets	£3,666.915m	£3,193.699m

Group Profit for the year. Group Profit after providing for taxation, minority interests and a transfer to Inner Reserves amounted to £5,154,000 (1984 £10,117,000).

Dividend. It is proposed that a final dividend of 10.2p (1984 9p) be paid on each Ordinary Share of 25p. When added to the Interim Dividend already paid of 3p (1984 3p) this makes a total of 13.2p (1984 12p) an increase of 10%. The proposed dividend on the Ordinary Shares of 25p each will be paid to Shareholders on the register at the close of business on the 3rd June, 1985.

Disclosed Shareholders' Funds. The Group's Disclosed Shareholders' Funds stand at £60.10 million compared with £57.14 million last year.

Total Assets. The Total Assets of the Group (excluding assets subject to repurchase arrangements) amount to £3,667 million compared with £3,194 million in 1984.

Extracts from the statement of the Chairman, R. G. Gibbs

Review of the Year. It would be no exaggeration to say that the last financial year was one of the most volatile in the history of this country, thus giving your company a very unfavourable trading background. In view of this I am pleased to inform you that group profits for the year amounted to £5,154,000 after taxation, minority interests and a transfer to inner reserves. It has been a difficult but most stimulating twelve months in which turnover has been considerably higher than previously, averaging well over £1 billion a day.

Total Resources. Shareholders may be interested to know that we believe Gerrard and National now accounts for more than one third of the total resources of the London Discount Market compared with one eighth at the time of our merger in 1969.

The Future. We have applied to the Bank of England to become market makers in gilt-edged securities.

We intend to continue expanding all our present activities and particularly to increase our already extensive customer base. The closer relationship between money and capital markets, as well as the structural changes in the City, encourage us to explore further the various logical extensions to our traditional business.

We view the future with confidence and enthusiasm and are sure that there is, and will be, a role for the independent, international, fixed-interest specialist such as ourselves. We emphatically believe we are in the right place at the right time.

The Report and Accounts have been published

Gerrard & National PLC

32 Lombard Street, London EC3V 9BE. Tel: 01-623 9981

Members of the London Discount Market Association

Stephen Bierley meets a road-running 'visitor' from the US

Virgin's territory

ATHLETICS

CRAIG VIRGIN turned down the sound of the colour television and set about clearing a space to sit in his cramped and cluttered hotel room. Running shoes littered the carpet and there were enough piles of socks around to open a shop. "You see," he said, "you have the tiger by the tail but so far you're not sure of its stripes."

The tiger is road running — and in the United States its stripes are the green of dollar bills. Such has been the success in this form of racing that barely a week goes by without one state or another staging a 10-kilometre event. And the prize money is big.

In Britain, road racing is still in its spotty adolescence, but sponsors are quickly realising its value, particularly as such short, compact events make ideal television packages. So far, road and track have not clashed, but Virgin, who has represented the US at the last three Olympics has no doubts that they will.

"In America, road running is where the money is. The athletes set out to compete on the road for three years, and then to go back to the Olympic year. But it's difficult to do both road and track well. The training schedule for road racing doesn't lend itself to track competition."

American distance runners flopped in Los Angeles last year. Road running was blamed. "It's going to be really interesting to see how far we can go in three years. Your 5,000 and 10,000 metre men may take on too big a commitment to road running because of the money. It will catch up on them."

Virgin, who now divides his time between competition and managing his own sports consultancy, Front Runner, leans forward. "Do you understand the point I'm making?" Money talks, and his persistent chatter is growing ever louder in the athletics world. Prize money and endorsements trip of the lip as fast as split times and personal bests. And where there is money there is, inevitably, greed.

"We have to guard against the proliferation of 10,000m and to safeguard the integrity of our sport. Basically that means good organisation."

Virgin pauses. "Of course," he smiles, "organisation costs money, too."

Virgin, the former world cross-country champion, is over in Britain running in the current series of inter-city 10-kilometre races, sponsored by Gaymiers in conjunction with the IAC, and would like to set up a similar body in the US.

"The next race is scheduled for Westminster on June 2. It was different enough to interest me, and we are hoping it might be possible to set up an annual four-race series between Britain and the US in the near future."

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

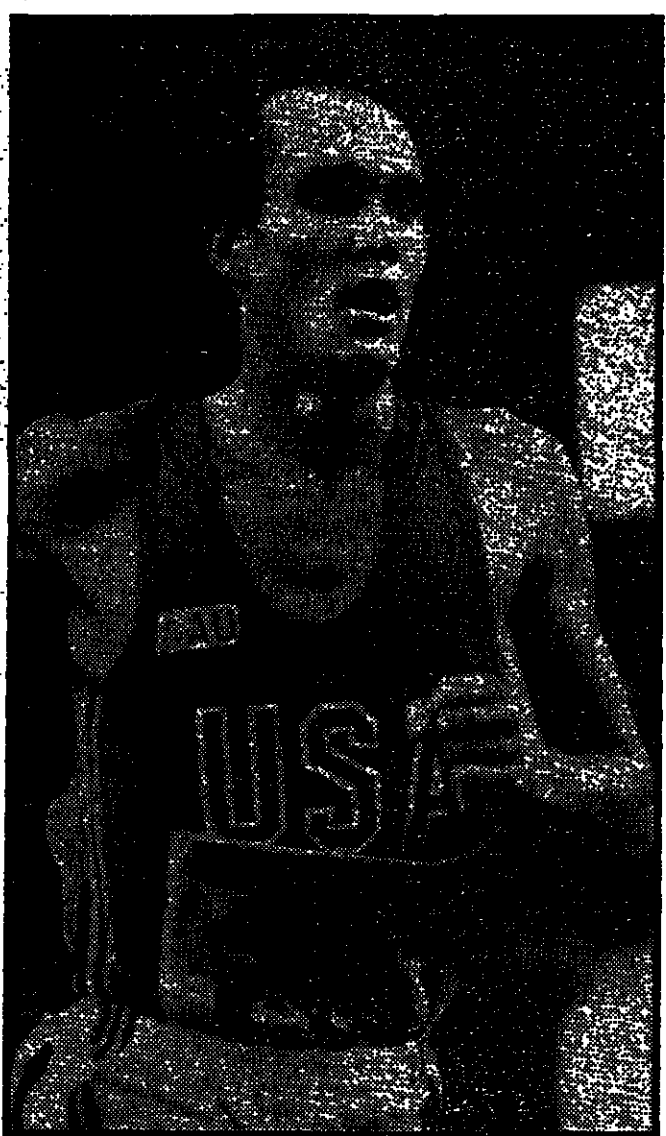
Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.



ROAD SENSE: Virgin is alert to the dangers of over-racing

(The next race is scheduled for Westminster on June 2. It was different enough to interest me, and we are hoping it might be possible to set up an annual four-race series between Britain and the US in the near future.)

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

Virgin is a keen admirer of the IAC, and would like to set up a similar body in the US.

Such an idea, of course, may smack of the very proliferation that Virgin warns against, but as yet our road races do not compare with their American counterparts. "I was just amazed by the depth of running over here. I beat most of the so-called stars in Glasgow, but there were still seven in front of me. Back home you have a few top-notch runners in each race, followed by thousands of runners. They're mass events."

GOODWOOD

2 30 Puccini
3 00 Rainbow Quest
3 35 Lanfranco

4 05 Bare Essence
4 40 Asian Cup
5 10 Summerhill Spruce

JACQUET AND PLACENT: ALL SIX RACES.

DRAW: 1-2-3-4-5-6-7-8-9-10-11-12-13-14-15-16-17-18-19-20-21-22-23-24-25-26-27-28-29-30-31-32-33-34-35-36-37-38-39-40-41-42-43-44-45-46-47-48-49-50-51-52-53-54-55-56-57-58-59-60-61-62-63-64-65-66-67-68-69-70-71-72-73-74-75-76-77-78-79-80-81-82-83-84-85-86-87-88-89-90-91-92-93-94-95-96-97-98-99-100-101-102-103-104-105-106-107-108-109-110-111-112-113-114-115-116-117-118-119-120-121-122-123-124-125-126-127-128-129-130-131-132-133-134-135-136-137-138-139-140-141-142-143-144-145-146-147-148-149-150-151-152-153-154-155-156-157-158-159-160-161-162-163-164-165-166-167-168-169-170-171-172-173-174-175-176-177-178-179-180-181-182-183-184-185-186-187-188-189-190-191-192-193-194-195-196-197-198-199-200-201-202-203-204-205-206-207-208-209-210-211-212-213-214-215-216-217-218-219-220-221-222-223-224-225-226-227-228-229-230-231-232-233-234-235-236-237-238-239-240-241-242-243-244-245-246-247-248-249-250-251-252-253-254-255-256-257-258-259-260-261-262-263-264-265-266-267-268-269-270-271-272-273-274-275-276-277-278-279-280-281-282-283-284-285-286-287-288-289-290-291-292-293-294-295-296-297-298-299-300-301-302-303-304-305-306-307-308-309-310-311-312-313-314-315-316-317-318-319-320-321-322-323-324-325-326-327-328-329-330-331-332-333-334-335-336-337-338-339-340-341-342-343-344-345-346-347-348-349-350-351-352-353-354-355-356-357-358-359-360-361-362-363-364-365-366-367-368-369-370-371-372-373-374-375-376-377-378-379-380-381-382-383-384-385-386-387-388-389-390-391-392-393-394-395-396-397-398-399-400-401-402-403-404-405-406-407-408-409-410-411-412-413-414-415-416-417-418-419-420-421-422-423-424-425-426-427-428-429-430-431-432-433-434-435-436-437-438-439-440-441-442-443-444-445-446-447-448-449-450-451-452-453-454-455-456-457-458-459-460-461-462-463-464-465-466-467-468-469-470-471-472-473-474-475-476-477-478-479-480-481-482-483-484-485-486-487-488-489-490-491-492-493-494-495-496-497-498-499-500-501-502-503-504-505-506-507-508-509-510-511-512-513-514-515-516-517-518-519-520-521-522-523-524-525-526-527-528-529-530-531-532-533-534-535-536-537-538-539-540-541-542-543-544-545-546-547-548-549-550-551-552-553-554-555-556-557-558-559-560-561-562-563-564-565-566-567-568-569-570-571-572-573-574-575-576-577-578-579-580-581-582-583-584-585-586-587-588-589-590-591-592-593-594-595-596-597-598-599-600-601-602-603-604-605-606-607-608-609-610-611-612-613-614-615-616-617-618-619-620-621-622-623-624-625-626-627-628-629-630-631-632-633-634-635-636-637-638-639-640-641-642-643-644-645-646-647-648-649-650-651-652-653-654-655-656-657-658-659-660-661-662-663-664-665-666-667-668-669-670-671-672-673-674-675-676-677-678-679-680-681-682-683-684-685-686-687-688-689-690-691-692-693-694-695-696-697-698-699-700-701-702-703-704-705-706-707-708-709-710-711-712-713-714-715-716-717-718-719-720-721-722-723-724-725-726-727-728-729-730-731-732-733-734-735-736-737-738-739-740-741-742-743-744-745-746-747-748-749-750-751-752-753-754-755-756-757-758-759-760-761-762-763-764-765-766-767-768-769-770-771-772-773-774-775-776-777-778-779-780-781-782-783-784-785-786-787-788-789-790-791-792-793-794-795-796-797-798-799-800-801-802-803-804-805-806-807-808-809-810-811-812-813-814-815-816-817-818-819-820-821-822-823-824-825-826-827-828-829-830-831-832-833-834-835-836-837-838-839-840-841-842-843-844-845-846-847-848-849-850-851-852-853-854-855-856-857-858-859-860-861-862-863-864-865-866-867-868-869-870-871-872-873-874-875-876-877-878-879-880-881-882-883-884-885-886-887-888-889-890-891-892-893-894-895-896-897-898-899-900-901-902-903-904-905-906-907-908-909-910-911-912-913-914-915-916-917-918-919-920-921-922-923-924-925-926-927-928-929-930-931-932-933-934-935-936-937-938-939-940-941-942-943-944-945-946-947-948-949-950-951-952-953-954-955-956-957-958-959-960-961-962-963-964-965-966-967-968-969-970-971-972-973-974-975-976-977-978-979-980-981-982-983-984-985-986-987-988-989-990-991-992-993-994-995-996-997-998-999-1000-1001-1002-1003-1004-1005-1006-1007-1008-1009-1010-1011-1012-1013-1014-1015-1016-1017-1018-1019-1020-1021-1022-1023-1024-1025-1026-1027-1028-1029-1030-1031-1032-1033-1034-1035-1036-1037-1038-1039-1040-1041-1042-1043-1044-1045-1046-1047-1048-1049-1050-1051-1052-1053-1054-1055-1056-1057-1058-1059-1060-1061-1062-1063-1064-1065-1066-1067-1068-1069-1070-1071-1072-1073-1074-1075-1076-1077-1078-1079-1080-1081-1082-1083-1084-1085-1086-1087-1088-1089-1090-1091-1092-1093-1094-1095-1096-1097-1098-1099-1100-1101-1102-1103-1104-1105-1106-1107-1108-1109-1110-1111-1112-1113-1114-1115-1116-1117-1118-1119-1120-1121-1122-1123-1124-1125-1126-1127-1128-1129-1130-1131-1132-1133-1134-1135-1136-1137-1138-1139-1140-1141-1142-1143-1144-1145-1146-1147-1148-1149-1150-1151-1152-1153-1154-1155-1156-1157-1158-1159-1160-1161-1162-1163-1164-1165-1166-1167-1168-1169-1170-1171-1172-1173-1174-1175-1176-1177-1178-1179-1180-1181-1182-1183-1184-1185-1186-1187-1188-1189-1190-1191-1192-1193-1194-1195-1196-1197-1198-1199-1200-1201-1202-1203-1204-1205-1206-1207-1208-1209-1210-1211-1212-1213-1214-1215-1216-1217-1218-1219-1220-1221-1222-1223-1224-1225-1226-1227-1228-1229-1230-1231-1232-1233-1234-1235-1236-1237-1238-1239-1240-1241-1242-1243-1244-1245-1246-1247-1248-1249-1250-1251-1252-1253-1254-1255-1256-1257-1258-1259-1260-1261-1262-1263-1264-1265-1266-1267-1268-1269-1270-1271-1272-1273-1274-1275-1276-1277-1278-1279-1280-1281-1282-1283-1284-1285-1286-1287-1288-1289-1290-1291-1292-1293-1294-1295-1296-1297-1298-1299-1300-1301-1302-1303-1304-1305-1306-1307-1308-1309-1310-1311-1312-1313-1314-1315-1316-1317-1318-1319-1320-1321-1322-1323-1324-1325-1326-1327-1328-1329-1330-1331-1332-1333-1334-1335-1336-1337-1338-1339-1340-1341-1342-1343-1344-1345-1346-1347-1348-1349-1350-1351-1352-1353-1354-1355-1356-1357-1358-1359-1360-1361-1362-1363-1364-1365-1366-1367-1368-1369-1370-1371-1372-1373-1374-1375-1376-1377-1378-1379-1380-1381-1382-1383-1384-1385-1386-1387-1388-1389-1390-1391-1392-1393-1394-1395-1396-1397-1398-1399-1400-1401-1402-1403-1404-1405-1406-1407-1408-1409-1410-1411-1412-1413-1414-1415-1416-1417-1418-1419-1420-1421-1422-1423-1424-1425-1426-1427-1428-1429-1430-1431-1432-1433-1434-1435-1436-1437-1438-1439-1440-1441-1442-1443-1444-1445-1446-1447-1448-1449-1450-1451-1452-1453-1454-1455-1456-1457-1458-1459-1460-1461-1462-1463-1464-1465-1466-1467-1468-1469-1470-1471-1472-1473-1474-1475-1476-1477-1478-1479-1480-1481-1482-1483-1484-1485-1486-1487-1488-1489-1490-1491-1492-1493-1494-1495-1496-1497-1498-1499-1500-1501-1502-1503-1504-1505-1506-1507-1508-1509-1510-1511-1512-1513-1514-1515-1516-1517-1518-1519-1520-1521-1522-1523-1524-1525-1526-1527-1528-1529-1530-1531-1532-1533-1534-1535-1536-1537-1538-1539-1540-1541-1542-1543-1544-1545-1546-1547-1548-1549-1550-1551-1552-1553-1554-1555-1556-1557-1558-1559-1560-1561-1562-1563-1564-1565-1566-1567-1568-1569-1570-1571-1572-1573-1574-1575-1576-1577-1578-1579-1580-1581-1582-1583-1584-1585-1586-1587-1588-

SPORTS GUARDIAN

How history was made at Headingley

Mike Brearley, in the first of five extracts from his definitive new book, *The Art of Captaincy*, recalls England's most remarkable Test victory, over Australia in 1981

THE CAPTAIN must be alive to different possibilities of attack and defence, of experiment and conventional play. There is, or should be, a constant interaction between the captain and other players. It is his responsibility to sort out good from bad advice, and to know when to, and when not to, take it. It is also an important facet of captaincy to be able to deal with many conflicting demands at the same time.

The captain may also have to pay attention to the role that a certain player has in a team. Roles may be restrictive or enabling. For instance, Bob Willis had, in 1981, been the spearhead of England's attack for a decade. But during the previous two years there were periods when his ability to bat fast appeared to be waning. At the same time, Graham Dilley had been emerging as a genuinely fast bowler, but he was still raw and had in Willis's words, to be mothered and used mainly in short spells.

Moreover, in 1980 and 1981 Ian Botham could be less depended on to bowl reliably and aggressively for long periods. All these factors meant that, having allowed Australia to score 491-4, we lost wickets cheaply in our first innings. Botham went in to bat, and started to play shots. He tried to force Liliee off the back foot and missed. He looked up to the players' balcony and saw me. I grinned broadly, and gestured that he should have tried to hit it even harder, thereby conveying my unqualified approval of his conduct in an extravagant vein.

In the early part of the 1981 season, Botham was called upon to bowl more often in a day than before. It was impossible for him to keep going flat out throughout. He had, therefore, begun to aim more for accuracy than for speed. His role in the attack had gradually, and without explicit recognition, changed from that of the front-line strike bowler to being — partially at least — a stock bowler.

In the first innings of the Headingley Test, Bob had bowled pretty well, but without taking a wicket. He had not reached maximum pace, partly for the reason already mentioned, partly because he was anxious about even more no-balls if he aimed for that final edge of speed. On the evening before the last day, we botham had been given an outside chance, we talked in the bar. Willis himself made the crucial suggestion that in the first innings we had been too con-



TROJAN TRIO . . . Bob Willis, the author and Ian Botham, who forged the astonishing victory, achieved after following-on.

cerned to bowl a good length and let the pitch "do" the rest. Shouldn't we, and he in particular, bowl faster and straighter? I agreed. Graham Gooch underlined the point. "Even Galt (Mike Gatting) is harder to bat against when he really runs in," he said.

I told Bob to forget about no-balls, the thought of which had made him hold back. On a pitch with such uneven bounce the harder the ball hits it the more devastating its variations will be. Moreover, bowling on the next day would be an all-or-nothing affair, a huge effort without thought of conservation of energy. We were, in effect, restoring Bob's old role to him, and the effect was to prove spectacular.

The first question though was, who should open the bowling? We had four seamers for the match, and in the first innings I had started with Willis and Chris Old. Willis and Dilley had both preferred to come up the hill from the Football Stand End, with the wind slightly behind them, while Old and Botham wanted the other end. Such an amiable division is rare; as the match went on, and the wind veered, there was a time when all four were keen to bowl from the Kirkstall Lane End.

At times a captain has to point out to his bowlers that someone like Willis and the bowler, and that batsmen cannot choose their balls and winds do make a considerable difference. Running downhill a bowler is liable to bowl no-balls, over-pitch, and generally lose control. Running up the hill, on the other hand, a bowler may find himself under-pitching, straining to get to the crease and, especially if the wind, too, is against him, he may lose his fire.

By the last day of the match the wind and the bowler's preferences were again as they had been on the first, but I chose to open with Dilley and Botham. I felt Dilley's batting (he had scored a brave 50) had lent him confidence. He had a high wicket-taking rate with the new ball. I also thought that if the match became tense it would be impossible to expect him to bowl his first spell when we had few runs to play with. I would give him two or three overs in which to click; if he didn't, I would bring Willis on early.

The other choice was also influenced by what had happened so far. Botham's bowling, like his batting, had been transformed. If anyone could create a miracle it was he. As he took off his pads, undisturbed on 140, I reminded him of our conversation before the match in which I had commiserated with him for the way in which he had been harassed and pursued by the

media. I had added, half-jokingly, that he would probably score a century and take 12 wickets in the match. Now, almost a week later, I mentioned that he still owed us six wickets. Well before we went on to the field, I told all four fast bowlers what we were starting. I made a brief exhortatory speech to the team before we went out. "More aggression, more liveliness, more encouragement for the other end and thereby make my plans less clear-cut. Willis, I think I also said that what I had said at the end of the first day's play, when Australia were 210 for three: 'On this pitch, a side could be bowled out for 90'."

Botham's first ball was a long-hoop, his second a half-volley, and Graeme Wood hit both for four. In the third over, we had a stroke of luck: Wood misjudged a half-volley from Botham and edged to Taylor. Despite these three bad balls, Botham was bowling well, but without sharp movement or real pace. I was more worried about Dilley. His first two overs went for 11 runs. I decided to take him off. Moreover, he told me he was feeling a thigh strain. I sent him off to have Bernard Thomas, the team physiotherapist, look at it. He was soon back on the field, strapped up, with the message that he could bowl through the injury if needed.

For the sixth over, I gave the ball to Willis. He said, "Faster and straighter, right?" I nodded. At once he bowled well, coming up the hill as he wished. The wind should have helped Botham's outswing; in fact, the ball was swinging little in the bright sunshine. Trevor Chappell and John Dyson struggled on, besides from time to time, but nudging runs here and there. As we had decided before the innings began, we kept a third man and a five-leg to stop the edges and deflections from going for too many runs over the fast outfield.

After he had bowled five overs, Willis said to me, "Give me a go at the other end." I had just replaced Botham with Old,

again, as I feared that he might be expensive. Botham was a possibility, but he had not looked penetrative. Old was the more likely bet to bowl with Willis, but he could not bowl two consecutive overs. I decided to put Peter Willey on. Not only for want of anyone better: he had turned his off-breaks even on the first day, so he was bound to find some assistance from the pitch on the first day.

I felt, too, that neither Dyson nor Chappell would go on to the attack against him. Anxious about taking undue risks, they might give a catch to a close fielder, and even if not, two or three overs should not prove costly. This was almost certainly the last chance to see if Willey's spin looked capable of making a decisive contribution.

Willey bowled three overs. They did not look particularly dangerous, though the ball turned. At least they cost only four runs. After them I reverted,

with conviction, to Old. Meanwhile, Bob was steaming in downhill. We reminded him not to worry about no-balls and encouraged him to keep harrying the batsmen as he was doing. At last his — and our luck — changed. First Willis bowled a perfect bounce at Chappell, who, hurriedly protecting his face, could only lob the ball up for Taylor to catch. Next over, Old twice hit Dyson, painful blows on the hand as he pushed tentatively forward. There was nothing tentative about the bowling or the fielding now. Old, too, was bowling with more aggression than earlier in the match, and his contribution as the accurate, mean foil to Willis proved invaluable. Until Bright took 10 off his last over with a couple of slogs to leg he was hit for only 11 runs in the eight overs he bowled.

Willis summoned up all his energy for his last over before lunch. In four balls he took two wickets — those of Kim Hughes and Graham Yallop. Once Hughes had gone, with the score 58 for three, we knew we had a real chance. We roused Bob still further: he must surely fancy getting Yallop out this time. Yallop lasted just three balls, beautifully caught by Gatting at short-leg off a nasty, kicking delivery.

The score was 58 for four. We lunched — in the dressing-room, at such a crucial stage, knowing that the odds must have come down from 500-1 to about 6-4.

We spent some time trying to predict how the remaining batsmen would play. Rod Marsh might well "have a go." In the first innings of the first Test, at Nottingham, on a similar pitch, he had slogged a quick 19 before being caught off a slogger at long-leg. Geoff Lawson and Dennis Lillee too might have a swing (if we got down to them) especially if we pitched the ball up. Dyson, Allan Border, and Ray Bright would probably be orthodox batting. One thing was clear: we must keep running at them, and attacking.

It was also clear that, unless there was an unpredictable change, I should rely on Willis to bowl until the death from the top — Kirkstall Lane — end. There was also no difficulty in deciding to continue with Old, especially as Border was the next batsman; Old has always fancied the bounce.

In the event he soon bowled Border, for a duck, and Willis dismissed Dyson and Marsh in quick succession, the latter falling to another fine catch, this time by Dilley, a few feet in from the boundary at fine-leg: 74 for seven. Between overs Bob came up to tell me that umpire David Evans had told him not to bowl bouncers at Lawson. I was surprised. Lawson is a more than competent batsman — except against the bounce.

"Forget it," I retorted to Bob. "But don't bother with an out-and-out bouncer at first; just short of length, rib-height." Nevertheless, his very first ball at Lawson, Bob had him caught behind: 75 for eight.

Willis had taken six wickets in six overs, after bowling 37 overs in the match without a single wicket. In 58 minutes seven wickets had fallen for 19 runs, on a pitch playing little worse than in the first innings, when the same batsmen had amassed 401 for nine.

This extraordinary match still had an unnerving twist or two in its tail. In the first innings, when the batsmen had been called for quick decisions, Australia may have been 75 for eight; but they still needed only 55 to win. In four overs Lillee and Bright added 25. Willis had a block against bowling at his best to Lillee. Lillee is no mug with the bat.

As soon as Willis dropped short Lillee stepped back and poked the ball high over me at first slip for four. I decided that we had to guard against that shot, so I took Gooch from third slip and put him at deep fly slip, behind second slip. Again Lillee made room to cut, this time heading Dilley at wide third-man. Immediately Willis was forced to switch either his length or his line, or both. So Lillee deftly moved the other way, towards off-stump, and clipped the ball away to backward square-leg for three more runs. When he cut another four, and Bright connected with two solid, though risky, blows to leg off Old we were suddenly back on the defensive, on the brink of defeat.

This was the point at which Gatting helped us to dismiss Lillee. At this stage we could afford only two close catchers, both at slip. We had been forced to have two third-men, as well as a backward point and an extra-cover. And short-leg had gone back to backward square-leg, saving one. Now Lillee tried to play more conventionally again a reasonable approach, as we had so few close fielders. He may have changed his mind when he saw the ball well pitched up, and decided too late to drive it. Terry Alderman, the last man

in, really is a moderate batsman. I was not in favour of wasting bouncers on him. But Bright had the strike, at the end of Willis's over. I took Old off and brought Botham back. This too seemed a straightforward decision. However, well Old had bowled Bright had obviously got used to his action and had picked him up all too easily: a change was essential. Australia still needed 20 runs, so I decided to allow Bright a single at the beginning of the over, if he chose to take it. We could then bowl at Alderman. Bright accepted the single.

I discussed fields with Ian. We agreed that we needed a mid-off, as Alderman's lunge forward might give him runs in this direction. We also needed a square-leg rather than a short-leg, to cut off thick edges or nudges on the leg-side. We were left with only three close fielders. Two should be at slip; I was not sure if we could afford a third slip, as there would then be a wide open space backward

ON THE Friday before the Headingley Test we were unable to contact Willis or Bernard Thomas on the Friday evening, and provisionally agreed that Willis should be left out because he seemed unlikely to be fit; but Alice was to contact him at the Oval next day (where Warwickshire had a championship match), and talk to me that afternoon before we announced the side on Sunday.

In the event, Bob (and Bernard) felt that he would be fit, despite not having played on the Saturday. We included him at the twelve, but insisted that he play in a 2nd XI match on Monday, and bowl a good number of overs in the nets on Tuesday. But it was rare that the outcome of a selection meeting was left open in this way; and we tightened up on getting ourselves fully informed about the fitness of probable choices before the meetings.

of cover. I asked Botham which he preferred, third slip or gully. He wanted the extra slip; he was right. Agonisingly, two very sharp chances went to Old in exactly that position, and he missed both. Perhaps it was as well that it was a Yorkshireman standing at third slip at that moment.

But a few moments later it was all over. Appropriately, Willis finished the match in a perfect, most emphatic way, clean bowling Bright middle stump with a yorker. Australia were all out for "Nelson" — 111; England had won by 19 runs with Willis taking eight for 43. It was only the second time in Test history, and the first this century, that a side had won after following on.

This extract is from *The Art of Captaincy*, by Mike Brearley, to be published on June 3, by Hodder and Stoughton at £12.95.

TOMORROW: The hassle of captaincy.

Terry Alderman, the last man

W. J. Weatherby on the world heavyweight championship

Holmes labours to victory

BOXING

With his left eye almost closed, Larry Holmes looked more like the loser than the winner after successfully defending his IBF world heavyweight title by outpointing Carl "The Truth" Williams in Reno, Nevada, early yesterday.

If young Williams, at 25 ten years younger than Holmes, had not overspent his energy too early and become tired in later rounds, he would be the new champion. His short career of 16 wins in 16 fights accurately reflected the capability of this big strong natural heavyweight with basic skills and much promise, but no experience of fighting 15 rounds.

Used to pacing himself over 10, he found the extra five rounds too much for his endurance and allowed the ageing overweight champion to steal the fight. The judges in Seattle, Las Vegas and Virginia gave the points verdict unanimously to Holmes by 146-133, 143-142 and 146-139.

Williams stood in front of Holmes, whom he cockily dressed as "Fog" and successfully out-jabbed him during the early rounds, but when he tried to follow up with a right he frequently overbalanced, and as he tired in the later rounds the several times enabled Holmes to land his formidable combinations. Close to the end of the ninth round

Holmes scored heavily to the body and Williams seemed about to go down when the bell saved him.

From then on Williams was less aggressive, allowing Holmes to take a breather and come back strongly in the last three rounds, but the champion was for the next dozen

warned several times by the referee for hitting with an open glove after his thumb had opened a cut close to Williams's left eye. The challenge-

er's corner did a masterly job to take up the fight, but he was out of his pads, undisturbed on 140, I reminded him of our conversation before the match in which I had commiserated with him for the way in which he had been harassed and pursued by the

rounds, Williams successfully protected it and landed enough of his own jabs to close Holmes's left eye.

This performance elevates Williams into the status of a leading heavyweight, but where it leaves the bruised Holmes is unclear. He usually welcomes post-fight press conferences, but this time he was too tired and perhaps too disappointed with his own performance to talk to reporters.

Having earned \$2.5 million against Williams's \$150,000, Holmes would clearly like a few more big paydays before retiring for good and is one victory short of equalling the late Rocky Marciano's record of 49-0. Last night's fight he was talking about equalling the record with a meaningless contest against a young white club fighter in Ohio.

Holmes now calls himself a "boxing executive" with the right to select his own opponents, but in choosing Williams after Michael Spinks, the world light-heavyweight champion, dropped out, he nearly overestimated his ability to handle a strong young fighter who forced him to fight every round.

If an outstanding champion like Holmes has to resort to such tricks as hitting with an open glove and thumbing his opponent, then it is time to retire. He certainly does not need the money.

Land's foreign policy. The voice sounded similar, and enquired revealed that this was indeed Chris Laidlaw, the former All Black scrum-half who captained Oxford University and subsequently spent many years in the Commonwealth secretariat in London.

Laidlaw nowadays climbs into the New Zealand Prime Minister's think-tank to expound his theories on foreign affairs, and is tipped to become prime minister himself within the next 10 years. It is to be hoped that something of his Oxford education will have rubbed off on him. A pious hope — he was always his own man.

Come to think of it, one of the greatest things about New Zealanders is that they are their own men. It's great to be in a country where there is no such thing as equivocation — here, they can't even spell it.

Meads plus six inches. He has not yet made contact with us but we are sure he does not try to snore on our extramural activities, we will buy him a drink at the end of the tour.

WHEN WE were in Vancouver last week I met John Minko, leader of the Bak All Racist Tours organisation which is at the front of the South African tour protests. With his jutting jaw and gaunt shoulders, he reminded me forcibly of a youthful Billy Graham, that other great evangelist. I felt he would draw as big a crowd to Speakers' Corner as Donald Soper, and he knows how to use the media almost as well as did Peter Main in 1966.

LISTENING to local radio the other morning, I was somewhat surprised to hear a man introduced as Christopher Laidlaw talking about the pitfalls facing New Zea-

land's foreign policy. The voice sounded similar, and enquired revealed that this was indeed Chris Laidlaw, the former All Black scrum-half who captained Oxford University and subsequently spent many years in the Commonwealth secretariat in London.

Laidlaw nowadays climbs into the New Zealand Prime Minister's think-tank to expound his theories on foreign affairs, and is tipped to become prime minister himself within the next 10 years. It is to be hoped that something of his Oxford education will have rubbed off on him. A pious hope — he was always his own man.

Come to think of it, one of the greatest things about New Zealanders is that they are their own men. It's great to be in a country where there is no such thing as equivocation — here, they can't even spell it.

Meads plus six inches. He has not yet made contact with us but we are sure he does not try to snore on our extramural activities, we will buy him a drink at the end of the tour.

WHEN WE were in Vancouver last week I met John Minko, leader of the Bak All Racist Tours organisation which is at the front of the South African tour protests. With his jutting jaw and gaunt shoulders, he reminded me forcibly of a youthful Billy Graham, that other great evangelist. I felt he would draw as big a crowd to Speakers' Corner as Donald Soper, and he knows how to use the media almost as well as did Peter Main in 1966.

LISTENING to local radio the other morning, I was somewhat surprised to hear a man introduced as Christopher Laidlaw talking about the pitfalls facing New Zea-

land's foreign policy. The voice sounded similar, and enquired revealed that this was indeed Chris Laidlaw, the former All Black scrum-half who captained Oxford University and subsequently spent many years in the Commonwealth secretariat in London.

Laidlaw nowadays climbs into the New Zealand Prime Minister's think-tank to expound his theories on foreign affairs, and is tipped to become prime minister himself within the next 10 years. It is to be hoped that something of his Oxford education will have rubbed off on him. A pious hope — he was always his own man.

Come to think of it, one of the greatest things about New Zealanders is that they are their own men. It's great to be in a country where there is no such thing as equivocation — here, they can't even spell it.

Meads plus six inches. He has not yet made contact with us but we are sure he does not try to snore on our extramural activities, we will buy him a drink at the end of the tour.

WHEN WE were in Vancouver last week I met John Minko, leader of the Bak All Racist Tours organisation which is at the front of the South African tour protests. With his jutting jaw and gaunt shoulders, he reminded me forcibly of a youthful Billy Graham, that other great evangelist. I felt he would draw as big a crowd to Speakers' Corner as Donald Soper, and he knows how to use the media almost as well as did Peter Main in 1966.

LISTENING to local radio the other morning, I was somewhat surprised to hear a man introduced as Christopher Laidlaw talking about the pitfalls facing New Zea-

land's foreign policy. The voice sounded similar, and enquired revealed that this was indeed Chris Laidlaw, the former All Black scrum-half who captained Oxford University and subsequently spent many years in the Commonwealth secretariat in London.

Laidlaw nowadays climbs into the New Zealand Prime Minister's think-tank to expound his theories on foreign affairs, and is tipped to become prime minister himself within the next 10 years. It is to be hoped that something of his Oxford education will have rubbed off on him. A pious hope — he was always his own man.

Come to think of it, one of the greatest things about New Zealanders is that they are their own men. It's great to be in a country where there is no such thing as equivocation — here, they can't even spell it.

Meads plus six inches. He has not yet made contact with us but we are sure he does not try to snore on our extramural activities, we will buy him a drink at the end of the tour.

WHEN WE were in Vancouver last week I met John Minko, leader of the Bak All Racist Tours organisation which is at the front of the South African tour protests. With his jutting jaw and gaunt shoulders, he reminded me forcibly of a youthful Billy Graham, that other great evangelist. I felt he would draw as big a crowd to Speakers' Corner as Donald Soper, and he knows how to use the media almost as well as did Peter Main in 1966.

LISTENING to local radio the other morning, I was somewhat surprised to hear a man introduced as Christopher Laidlaw talking about the pitfalls facing New Zea-

land's foreign policy. The voice sounded similar, and enquired revealed that this was indeed Chris Laidlaw, the former All Black scrum-half who captained Oxford University and subsequently spent many years in the Commonwealth secretariat in London.

Laidlaw nowadays climbs into the New Zealand Prime Minister's think-tank to expound his theories on foreign affairs, and is tipped to become prime minister himself within the next 10 years. It is to be hoped that something of his Oxford education will have rubbed off on him. A pious hope — he was always his own man.

Come to think of it, one of the greatest things about New Zealanders is that they are their own men. It's great to be in a country where there is no such thing as equivocation — here, they can't even spell it.

Meads plus six inches. He has not yet made contact with us but we are sure he does not try to snore on our extramural activities, we will buy him a drink at the end of the tour.

WHEN WE were in Vancouver last week I met John Minko, leader of the Bak All Racist Tours organisation which is at the front of the South African tour protests. With his jutting jaw and gaunt shoulders, he reminded me forcibly of a youthful Billy Graham, that other great evangelist. I felt he would draw as big a crowd to Speakers' Corner as Donald Soper, and he knows how to use the media almost as well as did Peter Main in 1966.

LISTENING to local radio the other morning, I was somewhat surprised to hear a man introduced as Christopher Laidlaw talking about the pitfalls facing New Zea-

land's foreign policy. The voice sounded similar, and enquired revealed that this was indeed Chris Laidlaw, the former All Black scrum-half who captained Oxford University and subsequently spent many years in the Commonwealth secretariat in London.

Laidlaw nowadays climbs into the New Zealand Prime Minister's think-tank to expound his theories on foreign affairs, and is tipped to become prime minister himself within the next 10 years. It is to be hoped that something of his Oxford education will have rubbed off on him. A pious hope — he was always his own man.

Come to think of it, one of the greatest things about New Zealanders is that they are their own men. It's great to be in a country where there is no such thing as equivocation — here, they can't even spell it.

Meads plus six inches. He has not yet made contact with us but we are sure he does not try to snore on our extramural activities, we will buy him a drink at the end of the tour.

WHEN WE were in Vancouver last week I met John Minko, leader of the Bak All Racist Tours organisation which is at the front of the South African tour protests. With his jutting jaw and gaunt shoulders, he reminded me forcibly of a youthful Billy Graham, that other great evangelist. I felt he would draw as big a crowd to Speakers' Corner as Donald Soper, and he knows how to use the media almost as well as did Peter Main in 1966.

LISTENING to local radio the other morning, I was somewhat surprised to hear a man introduced as Christopher Laidlaw talking about the pitfalls facing New Zea-

land's foreign policy. The voice sounded similar, and enquired revealed that this was indeed Chris Laidlaw, the former All Black scrum-half who captained Oxford University and subsequently spent many years in the Commonwealth secretariat in London.

Laidlaw nowadays climbs into the New Zealand Prime Minister's think-tank to expound his theories on foreign affairs, and is tipped to become prime minister himself within the next 10 years. It is to be hoped that something of his Oxford education will have rubbed off on him. A pious hope — he was always his own man.

Come to think of it, one of the greatest things about New Zealanders is that they are their own men. It's great to be in a country where there is no such thing as equivocation — here, they can't even spell it.

Meads plus six inches. He has not yet made contact with us but we are sure he does not try to snore on our extramural activities, we will buy him a drink at the end of the tour.

WHEN WE were in Vancouver last week I met John Minko, leader of the Bak All Racist Tours organisation which is at the front of the South African tour protests. With his jutting jaw and gaunt shoulders, he reminded me forcibly of a youthful Billy Graham, that other great evangelist. I felt he would draw as big a crowd to Speakers' Corner as Donald Soper, and he knows how to use the media almost as well as did Peter Main in 1966.

LISTENING to local radio the other morning, I was somewhat surprised to hear a man introduced as Christopher Laidlaw talking about the pitfalls facing New Zea-

land's foreign policy. The voice sounded similar, and enquired revealed that this was indeed Chris Laidlaw, the former All Black scrum-half who captained Oxford University and subsequently spent many years in the Commonwealth secretariat in London.

Laidlaw nowadays climbs into the New Zealand Prime Minister's think-tank to expound his theories on foreign affairs, and is tipped to become prime minister himself within the next 10 years. It is to be hoped that something of his Oxford education will have rubbed off on him. A pious hope — he was always his own man.

Come to think of it, one of the greatest things about New Zealanders is that they are their own men. It's great to be in a country where there is no such thing as equivocation — here, they can't even spell it.

Meads plus six inches. He has not yet made contact with us but we are sure he does not try to snore on our extramural activities, we will buy him a drink at the end of the tour.

WHEN WE were in Vancouver last week I met John Minko, leader of the Bak All Racist Tours organisation which is at the front of the South African tour protests. With his jutting jaw and gaunt shoulders, he reminded me forcibly of a youthful Billy Graham, that other great evangelist. I felt he would draw as big a crowd to Speakers' Corner as Donald Soper, and he knows how to use the media almost as well as did Peter Main in 1966.

LISTENING to local radio the other morning, I was somewhat surprised to hear a man introduced as Christopher Laidlaw talking about the pitfalls facing New Zea-

land's foreign policy. The voice sounded similar, and enquired revealed that this was indeed Chris Laidlaw, the former All Black scrum-half who captained Oxford University and subsequently spent many years in the Commonwealth secretariat in London.

Laidlaw nowadays climbs into the New Zealand Prime Minister's think-tank to expound his theories on foreign affairs, and is tipped to become prime minister himself within the next 10 years. It is to be hoped that something of his Oxford education will have rubbed off on him. A pious hope — he was always his own man.

Come to think of it, one of the greatest things about New Zealanders is that they are their own men. It's great to be in a country where there is no such thing as equivocation — here, they can't even spell it.

Meads plus six inches. He has not yet made contact with us but we are sure he does not try to snore on our extramural activities, we will buy him a drink at the end of the tour.

WHEN WE were in Vancouver last week I met John Minko, leader of the Bak All Racist Tours organisation which is at the front of the South African tour protests. With his jutting jaw and gaunt shoulders, he reminded me forcibly of a youthful Billy Graham, that other great evangelist. I felt he would draw as big a crowd to Speakers' Corner as Donald Soper, and he knows how to use the media almost as well as did Peter Main in 1966.

LISTENING to local radio the other morning, I was somewhat surprised to hear a man introduced as Christopher Laidlaw talking about the pitfalls facing New Zea-

land's foreign policy. The voice sounded similar, and enquired revealed that this was indeed Chris Laidlaw, the former All Black scrum-half who captained Oxford University and subsequently spent many years in the Commonwealth secretariat in London.

Laidlaw nowadays climbs into the New Zealand Prime Minister's think-tank to expound his theories on foreign affairs, and is tipped to become prime minister himself within the next 10 years. It is to be hoped that something of his Oxford education will have rubbed off on him. A pious hope — he was always his own man.

Come to think of it, one of the greatest things about New Zealanders is that they are their own men. It's great to be in a country where there is no such thing as equivocation — here, they can't even spell it.

The world of Tunde Foster

in a run-down suburb of New York Arlene Schulman meets an expatriate Manchester family with an ambitious fighting son

enough. "I was frightened to move out the door without my husband. It was very depressing — not finding a job right away." Her husband works as a painter and handyman while she now works for a jewellery firm in Manhattan with her oldest child, Olla.

She misses the camaraderie of her native England. "It was a good community. Everybody helped everybody. Everyone was friendly. If you had a problem — every one was there to help you. I was the only one in the family who was not a boxer. I wanted to fight his way out through boxing. Appearing slightly taller than his 125lb, he has enjoyed considerable success and his trophies stand two and three deep. He made it to the finals of the New York City Golden Gloves last year, losing a close decision, and the year before made it to the quarterfinals.

He won a gold medal at the Empire State Games the year before and travelled with a team from the Bedford-Stuyvesant gym to Jamaica, where he won his two bouts. "It's tempting to stay amateur another four years and go on to the Olympics. I'll be 22 or 23. He thinks for a moment. "Maybe one more year in the Gloves. I want to stay in it until I win it."

Tunde had an uncle who

was a heavyweight at the Collyhurst and Moston Boxing Club and brought him there when he was four. He returned when he was 13, winning the boys' club championship, the British Amateur Championship and reaching the finals of the ABA Championships, while compiling a 40-10 record.

